




HAMILTON POLICE SERVICE

INFORMATION REPORT

TO:	Chair and Members Hamilton Police Services Board
BOARD MEETING DATE:	September 28, 2023
SUBJECT:	2022 Year End Report: Professional Standards Branch
REPORT NUMBER:	23-078
SUBMITTED BY:	Frank Bergen, Chief of Police
SIGNATURE:	

EXECUTIVE SUMMARY

The Ontario Police Services Act Regulation 3/99 requires the submission of an annual report for the Board relating to public complaints. The attached Professional Standards Branch Annual Report for 2022 is attached in compliance with the Regulation.

INFORMATION

The Professional Standards Branch Annual Report 2022 provides an overview of all public complaints, Service complaints and internal investigations including workplace harassment, SIU investigations and their outcomes for 2022. Further, the report also includes areas of risk such as police involved motor vehicle collisions and officer involved pursuits.

Commendations for officers, citizen awards and letters of appreciation are also outlined in this Report.

APPENDICES AND SCHEDULES ATTACHED:

Appendix A – Professional Standards Branch Annual Report 2022

FB/W. Mason

c: Paul Hamilton, Deputy Chief – Support
Will Mason, Superintendent – Professional Development Division

Vision: To be a trusted partner in delivering public safety.

Mission: To serve and protect in partnership with our communities.

Our Values: Compassionate, Dedicated, Inclusive, Integrity, Innovative, Professional, Teamwork

2022 Professional Standards Branch Annual Report

Prepared: September 2023



Professional Development Division

**HAMILTON
POLICE SERVICE**
Together. Stronger. Safer.

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Preface

This report is prepared in accordance with Ontario Regulation 3/99 of the *Police Services Act*. It is a comparative statistical analysis of all complaints received and investigated during 2022, as well as a compilation of relevant Risk Management data for the same year.

The statistical information included in the 2022 Professional Standards Branch Annual Report was compiled with data obtained from the following sources:

Statistical Sources

- Professional Standards Branch Data base
- Internal Affairs Professional Standards Records Management System (IAPro)
- Chief's Office
- Human Resources
- Special Investigations Unit Liaison
- 2021 Professional Standards Branch Annual Report

Definitions

Professional Development Division (PDD)

A division of the Hamilton Police Service responsible for Professional Standards, Risk Management, Policy Development, Business Planning, Quality Assurance and Training. When required, the branches of the PDD work together to examine and assess organizational needs and devise action plans to further enhance work performance. In 2022, the PDD was managed by Superintendent Will Mason.

Professional Standards Branch (PSB)

PSB is responsible for investigating and facilitating the resolution of both internal (Chief) and external (public) complaints in an impartial and professional manner, pursuant to the *Police Services Act*. The PSB acts as the liaison for the investigation of complaints referred by the Office of Independent Police Review Director (OIPRD). Additionally, this branch of the PDD investigates human rights complaints, employee complaints, Workplace Violence and Harassment and Special Investigations Unit (SIU) Section 11 reviews. The PSB is staffed by three Sergeants and one Staff Sergeant. The Superintendent currently handles the McNeil disclosure files and assesses Police Service Motor Vehicle Collisions (MVC), member Red Light Camera (RLC) infractions, member Missed Court (MC) attendances; and Automatic Speed Enforcement camera (ASE) infractions.

Office of Independent Police Review Director (OIPRD)

The OIPRD receives, manages and oversees all complaints about police in Ontario. They are a civilian oversight agency that accepts complaints about the conduct of police officers and/or the policies and services of a police service. In addition to processing and investigating public complaints, the OIPRD administers the Ontario public complaints system.

Special Investigations Unit (SIU)

The SIU is a civilian law enforcement agency that has jurisdiction over municipal, regional and provincial police officers, as well as special constables employed by the Niagara Parks Commission and peace officers with the legislative Protective Service. The SIU Director may cause a criminal 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 of a person, the serious injury of a person, the discharge of a firearm at a person, the sexual assault of a person, as reported by the person. The legislative framework for the SIU is set out in the *Special Investigations Unit Act, 2019*.

Internal Affairs Professional Standards Software (IAPro)

IAPro is a Professional Standards software used by the PDD to efficiently handle citizen complaints, administrative investigations, use-of-force reporting, and other types of incidents, while providing the means to identify and analyze areas of concern.

Section 11 Investigations

The Chief of Police is legislated under Section 11 (s.11) of Ontario Regulation 267/10, to cause an administrative investigation to be conducted into any incident of which the SIU is notified. The investigation reviews the conduct of the involved police officer(s), as well as the policies and/or services provided by the Hamilton Police Service.

Executive Summary

The number of overall Public complaints received from the OIPRD in 2022 experienced a slight decrease from

In 2022, the HPS had 270,500 public interactions.

The HPS received 160 public complaints, this represents 0.06% of public interactions.

In 2022, Red Light Camera Violations decreased by 7, or 15%

2021 and the number of complaints that were screened out by the OIPRD in 2022 increased from 2021 by 3%. Proceeding Internal conduct investigations saw a 4% decrease from 25 Internals in 2021 to 24 Internals in 2022. In addition, the HPS investigated two external agency OIPRD complaints in 2022.

In 2022, the Hamilton Police Service had 270,500 interactions with the public. There were 160 public complaints made to the OIPRD in total, representing 0.06% of public contacts. This included 145 conduct complaints (proceeding & screened out), 2 policy complaints, 8 service complaints, 2 external investigations and 3 early resolutions. Of the 145 conduct complaints, 58 were screened in for investigation by OIPRD.

Discreditable Conduct was the most common allegation of misconduct at 26 counts, followed by Neglect of Duty at 21 counts, Excessive Force is down from 13 counts in 2021 to 10 counts in 2022, and no allegations of Unlawful Arrest were received for 2022. Of the 58 conduct investigations, 6 cases resulted in a finding of misconduct. Of the 8 Service Complaints, 1 was not proceeding, 1 was withdrawn, 4 were unsubstantiated and 2 were concluded informally. There were 2 policy related complaints in 2022. Complainants requested a review of their investigation 6 times in 2022 and the OIPRD upheld HPS's decisions 5 of the 6 times. The sixth is still under review. In 2021, 3 OIPRD reviews were requested. All 3 HPS decisions were upheld by the OIPRD.

A total of 211 internal complaints were filed in 2022, representing a 7% increase over 2021. Red Light Camera (RLC) violations increased by 7, or 17.5%. Motor Vehicle Collisions (MVC) decreased by 14, or 13%; while Missed Court (MC) increased from zero in 2021 (due to the Courts being closed during Covid19) to 17 instances in 2022. Automatic Speed Enforcement came into effect originally in 2020, with violations increasing from 15 in 2021 to 32 in 2022 representing an increase of 113%.

Of the 211 total internal complaints received there were 241 specific allegations of misconduct. Damage to Clothing/Equipment was the most frequent form of misconduct followed by Discreditable Conduct. Damage to Clothing/Equipment includes police service collisions. There were 7 complaints and/or allegations of workplace harassment in 2022. Of the allegations 2 have been unsubstantiated, 3 have been substantiated, 1 is ongoing and 1 was handled by a Third Party Investigator and the results of that are outstanding at the time of this report. Excluding MC, MVC, and RLC violations, (22 of 31) or 70% of the remaining 31 chief's complaints have resulted in substantiated misconduct, 1 of the 31 investigations is ongoing.

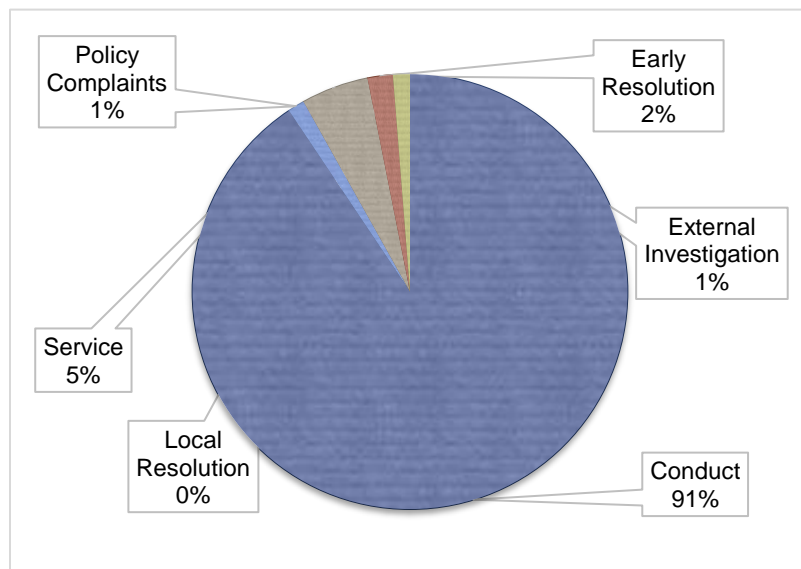
The Special Investigations Unit (SIU) was notified 21 times in 2022 and they invoked their mandate to investigate in 18 of the 21 incidents. Of the 18 investigations, 7 were concluded by memo after a preliminary inquiry, and 11 became formal investigations. Out of the 11 investigations, 9 were concluded with no reasonable grounds to believe that the subject officers committed a criminal offence. Of the remaining 2 investigations, 1 is pending the SIU Director's decision and 1 was concluded by Criminal Charge. The subsequent provincially mandated Section 11 investigations completed by the PSB in relation to 9 of the concluded investigations, determined that all HPS policy and procedures were adhered to and no further action was required.

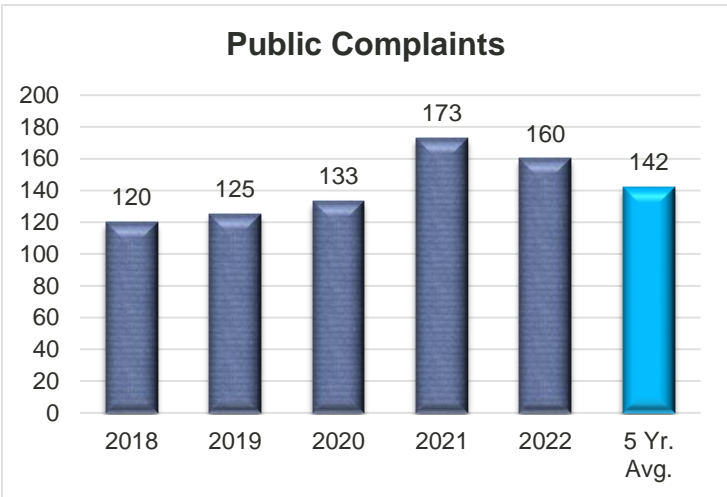
A total of 21 Fail to Stop reports were submitted for 2022. This is a decrease of 22 reports, or 51% from the previous year. Pursuits were initiated in 16 or 76% of the incidents where a Fail to Stop report was submitted. Officers did not engage in a pursuit 5 times. Of the total Fail to Stop reports, 13 were for *Criminal Code* violations and 8 for *Highway Traffic Act* violations. In 2022, 3 MVC's occurred as a direct result of officer initiated pursuits compared to 1 in 2021. There were no known pursuit related injuries.

Public Complaints

In 2022, the Hamilton Police Service had 270,500 public interactions. There were 160 complaints were made to the OIPRD regarding the Hamilton Police Service, representing 0.06% of all calls.

Of the 160 complaint submissions, 145 were related to officer conduct, 8 were classified as a service complaint, 2 were policy complaints, 2 were external, 3 were screened for Early Resolution (ER) and there were no Local Resolutions. It should be noted that an Early Resolution is a confidential process for less serious complaints that provides an opportunity to voluntarily resolve complaints before they are formally screened under the *Police Services Act*.ⁱ Local Resolution is a process where complaints are made directly to the HPS and a resolution is agreed upon by the involved parties.





The OIPRD screened in 58 of the 160 complaints, which constitutes 36% of the original public complaints. This includes conduct complaints, early resolutions, policy complaints and service complaints. The average number of public complaints between 2018 and 2022 was 142. This is down from the 2021 high of 173 to 160 in 2022.

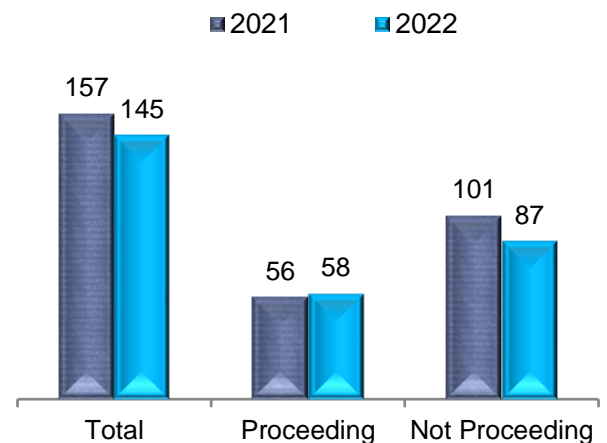
Conduct Complaints

When the behaviour of a police officer is formally questioned by a member of the public, the OIPRD classifies this as a conduct complaint. Of the 160 conduct complaints, 58 were ultimately screened in by the OIPRD for investigation. The OIPRD determined that investigation was not required for the remaining 87 submissions based on legislated criteria such as:

- the complaint is better dealt with under another law or act
- the complaint is frivolous – trivial or lacks an air of reality
- the complaint is not in the public interest
- the complaint is made over six months after the incident.

Comparing the 2022 conduct complaint data to that of 2021, reveals that there was an 8% decrease in these types of complaint submissions to the OIPRD. However, the number of complaints, regarding conduct, screened in was 4% higher when compared to that of 2021.

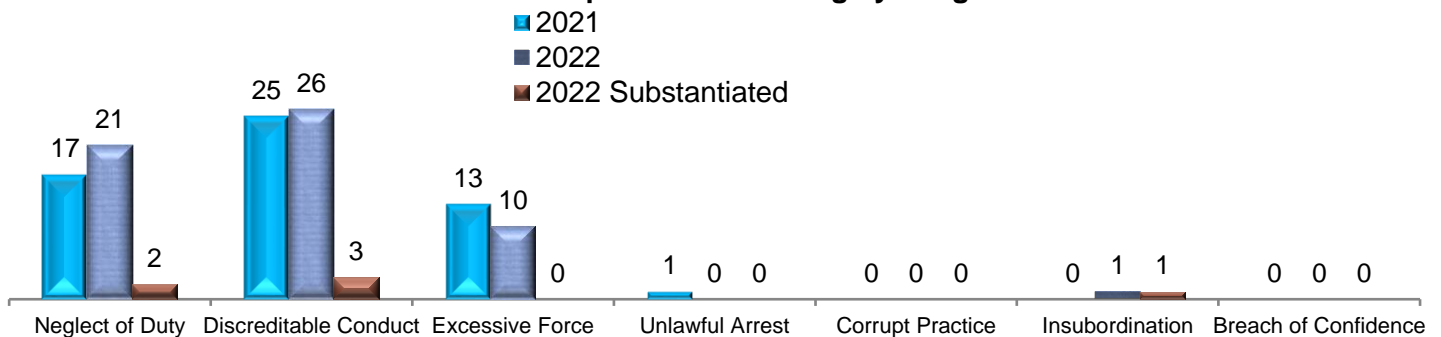
Conduct Complaints



Allegations of Misconduct

Neglect of Duty allegations increased from 2021 to 2022 while Excessive Force allegations decreased from 2021 to 2022. Discreditable Conduct and Neglect of Duty represented the most common types of complaints made in 2022 at 81%. The number of complaints regarding Excessive Force represented the third greatest type, but did see a decrease of 23% from 2021.

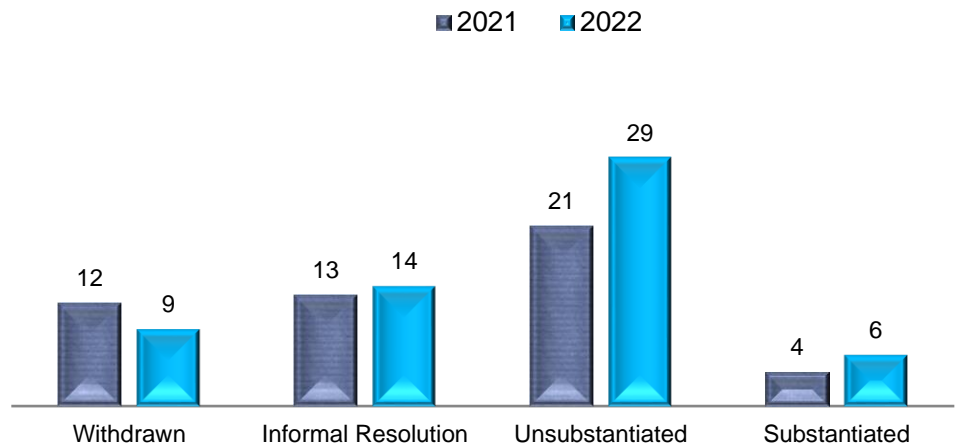
Conduct Complaints Proceeding by Allegation



Disposition of Conduct Complaints

Of the 58 officer conduct investigations, 9 complainants voluntarily withdrew their complaints based on subsequent information provided to them. At the preliminary stages, 14 were resolved by informal resolution, and 29 allegations of officer misconduct were unsubstantiated by investigators. Of the original 58 conduct complaints 6 resulted in a finding of misconduct on behalf of the officer, with penalty implemented pursuant to the *Hamilton Police Service Discipline Policy*. As of July 28, 2023, none of the investigations remain open.

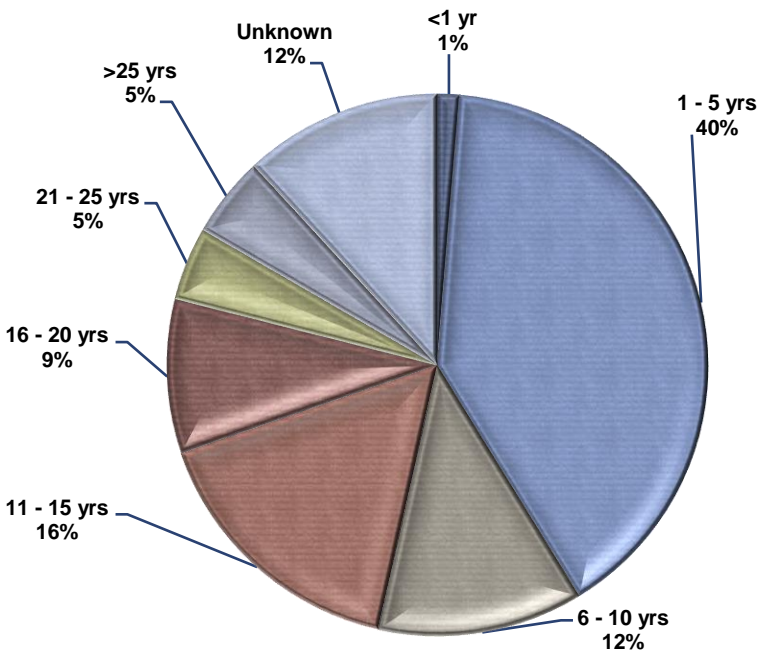
Disposition of Investigated Conduct Complaints



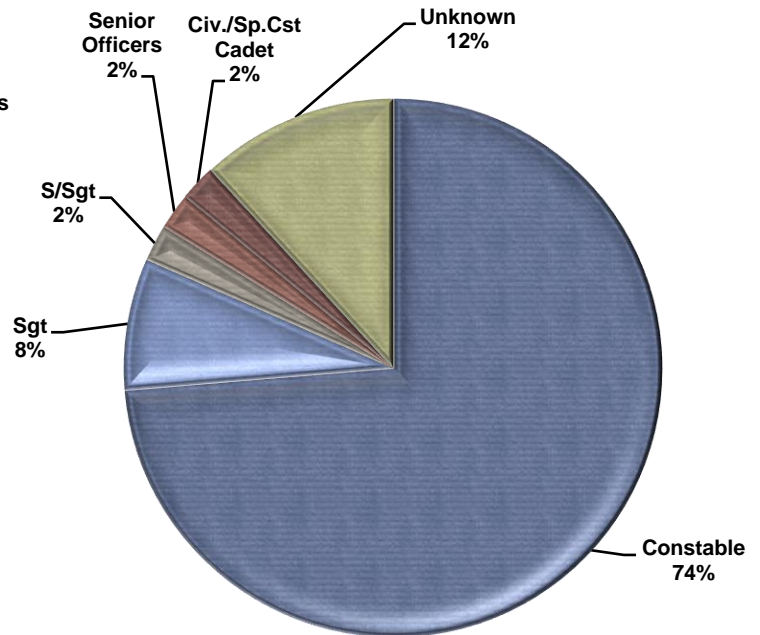
Demographics of Conduct Complaints

Most conduct complaints involve officers with 1-5 years of experience, as they are typically less experienced uniform police officers and have the highest frequency of contact with members of the public. When looking at the rank of a subject officer, the greatest number of public complaints are made regarding Constables. Similarly, Constables have the most interaction with the general public.

Years of Service of Subject



Rank of Subject Officer



Service Complaints / Policy Complaints

Service complaints relate to a specific policy and/or processes of the Hamilton Police Service. In 2022, there were 8 service complaints filed against the HPS. Of the 8 service complaints, 1 was deemed by the OIPRD not to be in the public interest, or the complainant was not affected by the alleged conduct, 1 was withdrawn by the complainant, 2 resolved by way of an Informal Resolution and 4 were deemed unsubstantiated.

Public Complaint Reviews

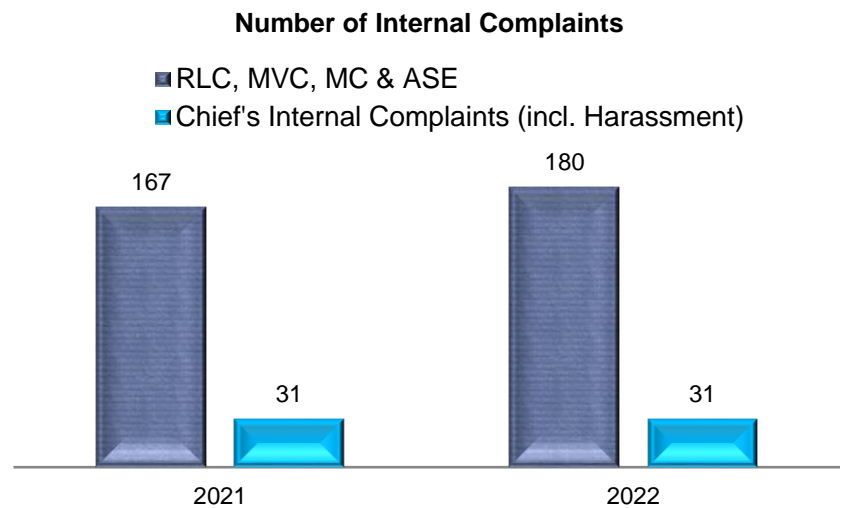
In the circumstance that a complainant is not satisfied with the outcome of a complaint investigation, they may request a review by the OIPRD. Complainants have 30 days from the day they are notified of the results to make this request. Once the OIPRD has received the file from the police, they will assess the investigation and determine if the decision is appropriate.

In 2022, the Hamilton Police Service received 6 requests from complainants for an OIPRD review. In 5 instances HPS decisions were upheld by the OIPRD, the sixth is still under review.

Internal Complaints

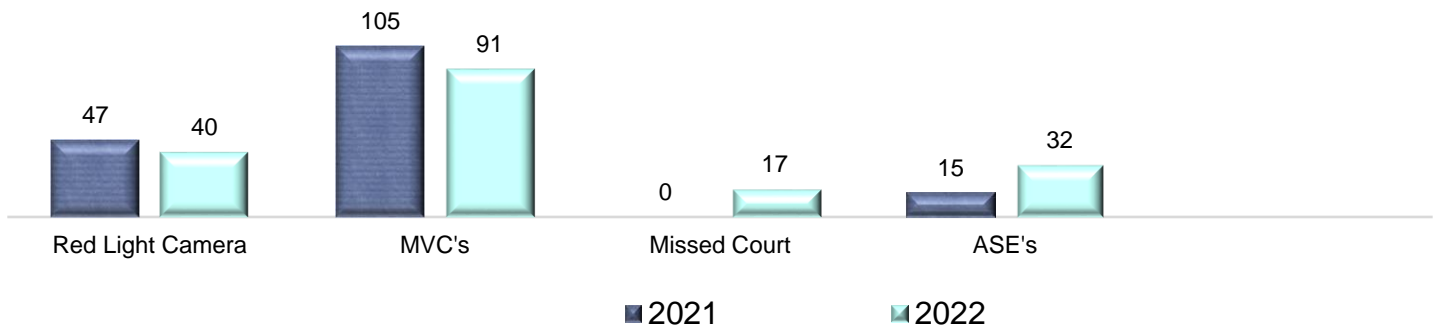
Pursuant to the *Police Services Act*, the Chief may cause an investigation to be conducted in relation to the conduct of a police officer employed by the Service. These internal complaints are typically initiated by an HPS supervisor. The findings of the investigation are provided to the Chief in a written report and where required, discipline is implemented pursuant to the *Hamilton Police Service Discipline Policy*.

With respect to these investigations, the Chief of Police has separated simple violations such as Red Light Camera violations (RLC), Motor Vehicle Collisions (MVC), Missed Court (MC) and Automatic Speed Enforcement (ASE) to be investigated by Divisional Commanders. More complex member conduct investigations are investigated by the PSB. These are referred to as a Chief's Internal Complaints.



A total of 211 internal complaints were filed in 2022; a 7% increase over 2021. Specifically, RLC and MVC's saw a decrease from 2021. Missed Court (MC) saw an increase from the previous year since Courts were open again in 2022. Courts were virtual during the pandemic but in 2022 Officers returned to in-person Court appearances. Automatic Speed Enforcement (ASE) cameras were implemented initially in 2020 and continue to be used in the City of Hamilton currently. The ASE cameras accounted for 32 of the 211 internal complaints. In addition, there were 40 RLC incidents, 91 MVC incidents with 44 of those deeming the officer at fault, while the remaining 47 MVC's were deemed non-preventable.

Types of Internals



Allegations of Misconduct

The internal complaints filed in 2022 yielded 241 specific allegations of misconduct. The number of allegations compared to complaints is larger because a single complaint may include multiple HPS members and/or multiple allegations per member. Of the various classifications of alleged misconduct, Damage to Clothing/Equipment was the most frequent at 114 allegations. Damage to Clothing/Equipment is extremely broad and includes all police service collisions, from extremely minor to major and in some instances, multiple allegations per complaint.

Workplace Harassment Investigations

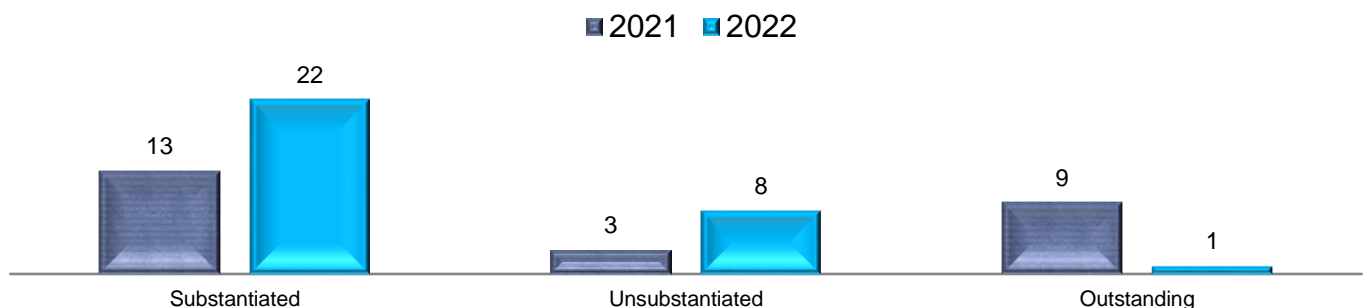
As of December 31st, 2022, the Hamilton Police Service had 865 Sworn members and 486 Civilian full and part-time members and is committed to providing a respectful work environment in which all individuals are treated with respect and dignity, are able to contribute fully and have equal opportunities for all. Harassment or discrimination is not tolerated in the workplace and all complaints of this nature are investigated thoroughly and in a timely manner.

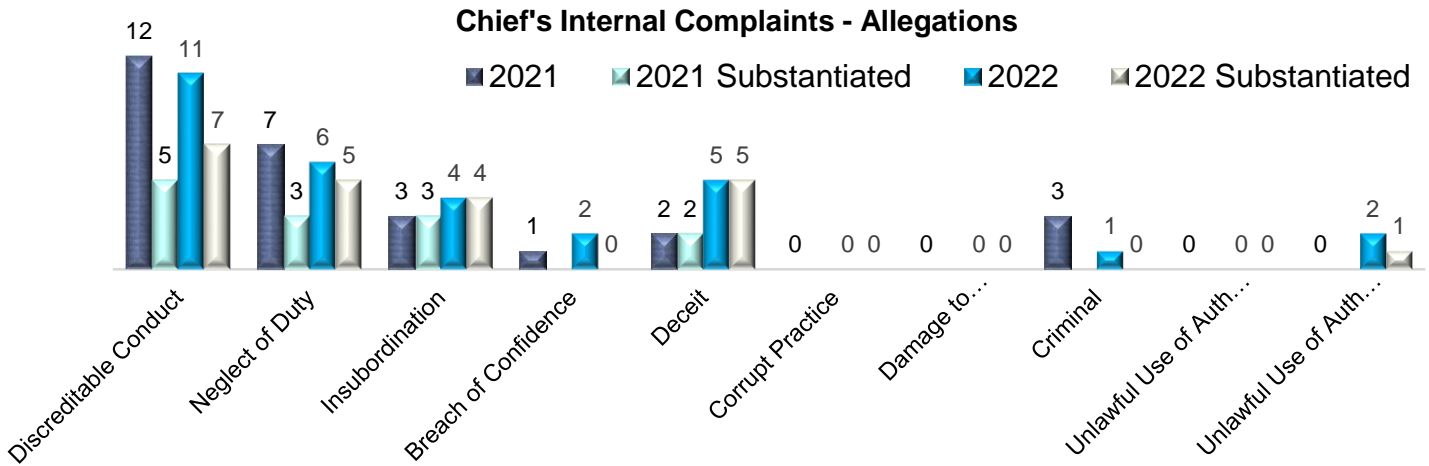
In 2022, there were 7 complaints and/or allegations of workplace harassment. Of the allegations, 3 were substantiated, 2 were unsubstantiated, 1 investigation is ongoing and 1 was investigated by an External Third Party. There were 6 reported complaints of harassment in 2021.

Chief's Internal Complaints

Of the 24 internal complaint investigations, 31 separate allegations of misconduct were identified (exclusive of Harassment Allegations, MC, MVC, and RLC) in 2022. Of the 31 allegations, 22 or 71% of the cases of misconduct were substantiated. This is an increase from 2021 where 13 of the 25 investigations were substantiated, or 52%.

Conclusions of Chief's Internal Complaints

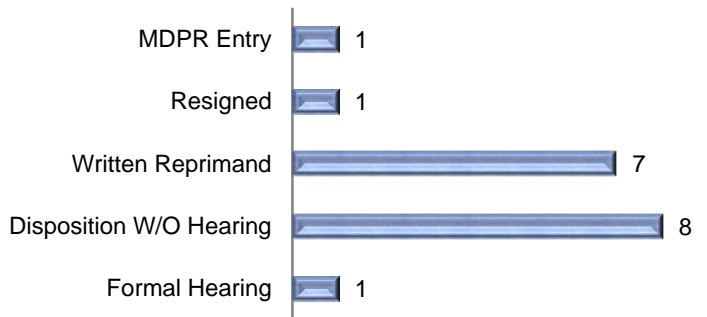




Disposition of Internal Complaints

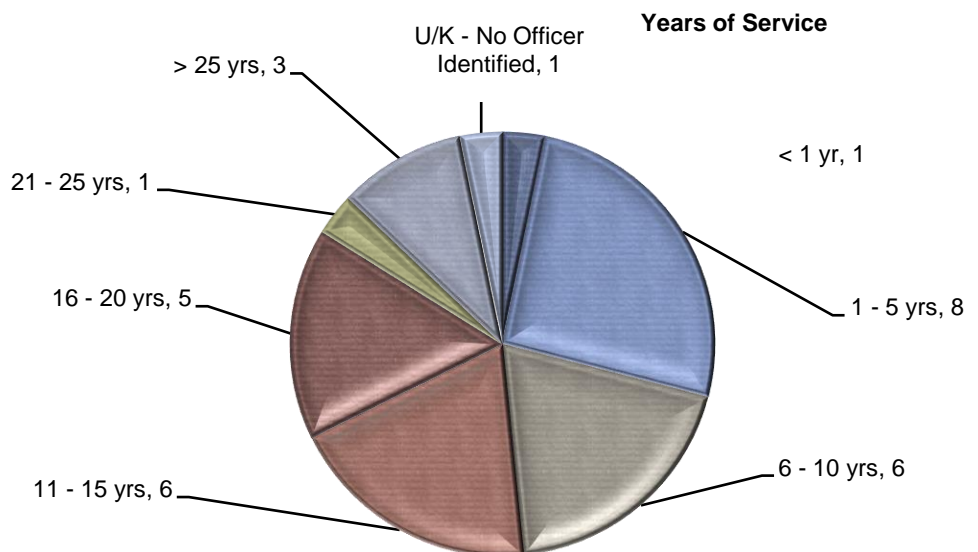
In the 24 internal investigations, 31 members were identified as subject members. Of the 31 subject members, 22 investigations were substantiated and 18 of those 22 members received corrective discipline. Discipline without a Hearing was applied to 8 members, Written Reprimands to 7 members, 1 member went to Police Services Act Hearing, 1 member Resigned and 1 member received an MDPR entry. There is 1 outstanding disposition as of the date of this report.

2022 Penalty Dispositions



Demographics of Internal Complaints

Members with between 1-5 years of service accounted for most internal investigations, while members between 6 and 15 years of service represented the next highest. These two categories represent half of the members with allegations of misconduct.



Suspect Apprehension Pursuits

A suspect apprehension pursuit occurs when a police officer attempts to direct the driver of a motor vehicle to stop. The driver refuses to obey the officer and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

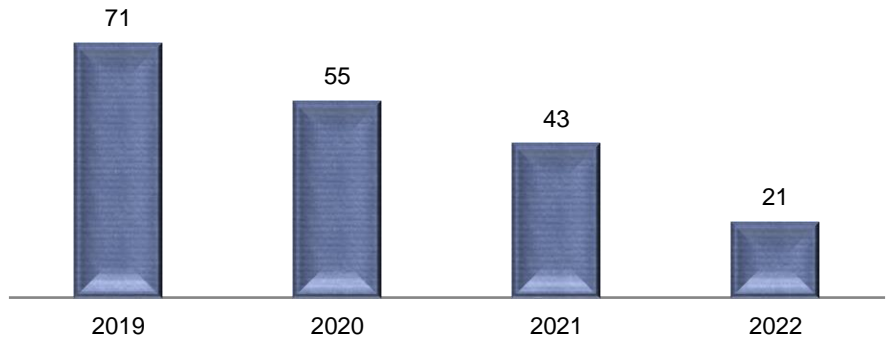
The driver refuses to obey the officer and the officer pursues in a motor vehicle for the purpose of stopping the fleeing motor vehicle or identifying the fleeing motor vehicle or an individual in the fleeing motor vehicle.

Fail to Stop Report

A Fail to Stop report is used by the HPS whenever an officer attempts to stop a motor vehicle and that motor vehicle refuses to stop as directed, whether or not a pursuit is initiated.

The total number of Fail to Stop reports submitted for 2022 was 21.

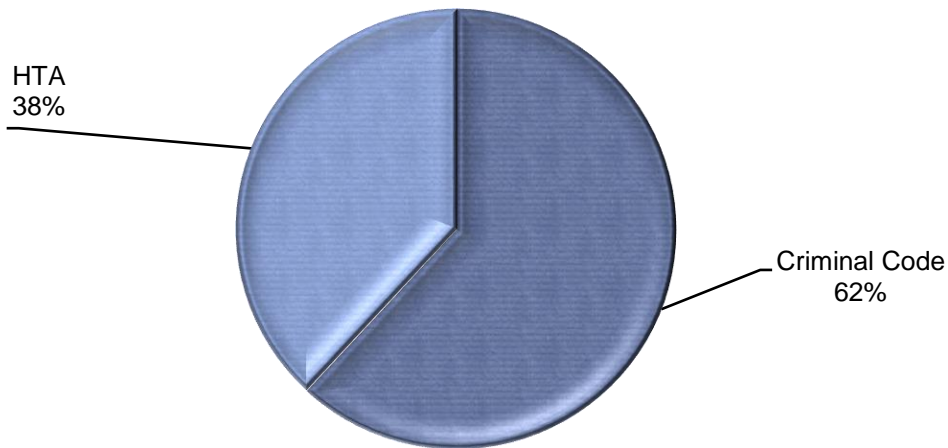
This is a decrease when compared to 2021. Pursuits were initiated in 16 of the 21 incidents where a Fail to Stop report was submitted.



Of 16 initiated pursuits in 2022, 5 were terminated within 1 km, an additional 6 pursuits were terminated within 1-2 km, 2 were terminated within 2-5 km, 1 was terminated within 5-10 km, 2 reports did not identify how far the distance travelled and none exceeded 10 km.

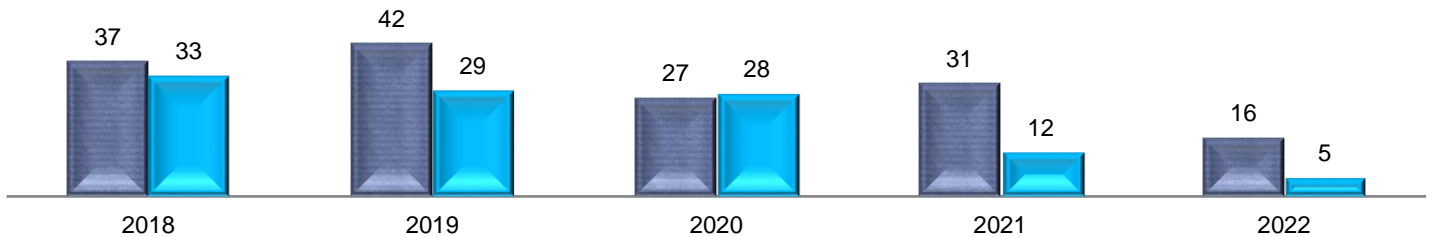
Of the 21 Fail to Stop reports in 2022, 13 were for *Criminal Code* violations and 8 for *Highway Traffic Act* violations.

Reason for Pursuit



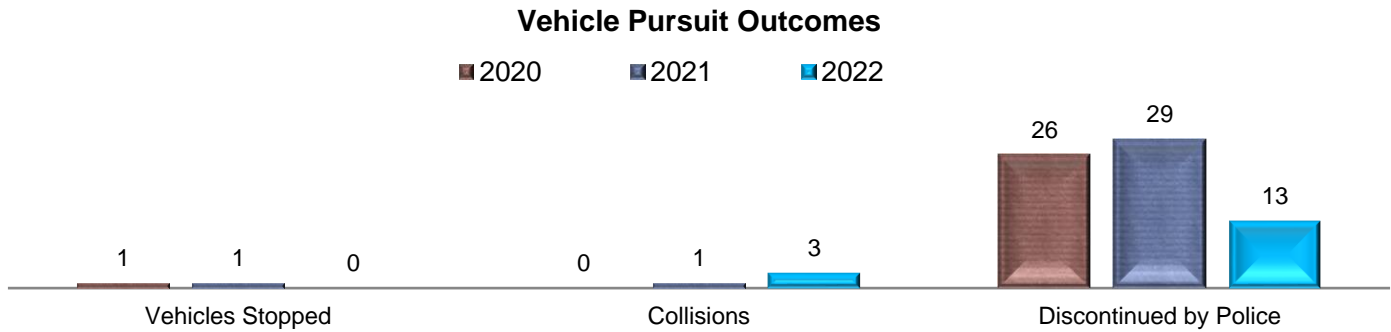
Fail to Stop Report Outcomes

■ Pursuits ■ Pursuits Not Initiated



Pursuit Outcomes

In 2022, officers discontinued 81% of pursuits, which represents 13 of the total 16 pursuits. In 2021, pursuits were discontinued in 29 of the 31 pursuits.



Special Investigations Unit Incidents

In the pursuit of transparency, the Hamilton Police Service notified the Special Investigations Unit (SIU) on 21 occasions in 2022. The SIU invoked its mandate in 18 of the 21 incidents.

For clarity the SIU’s mandate is:

“The Unit’s investigative jurisdiction is limited to those incidents involving officials where there is a serious injury, death, allegation of sexual assault or discharge of a firearm by an official at a person.

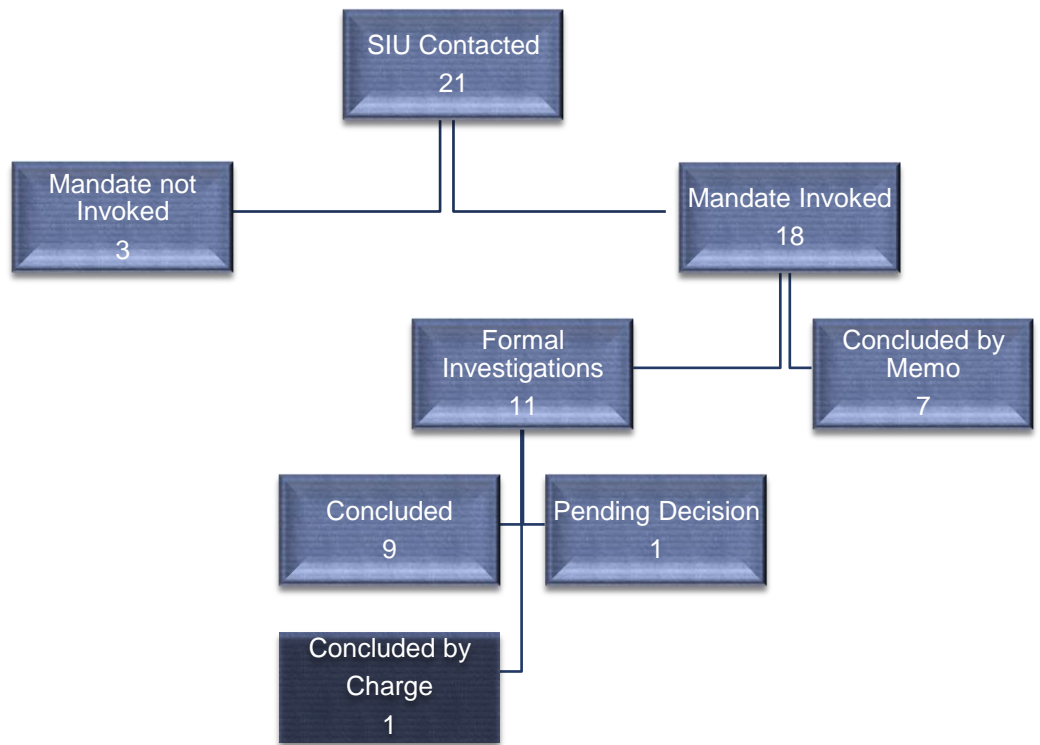
A person sustains a serious injury if the injury in question is likely to interfere with the person’s health or comfort and is not transient or trifling in nature. A serious injury includes:

- *an injury that results in admission to a hospital;*
- *a fracture to the skull, or to a limb, rib or vertebra;*
- *burns to a significant proportion of a person’s body;*
- *the loss of any portion of a person’s body; or*
- *a loss of vision or hearing.*

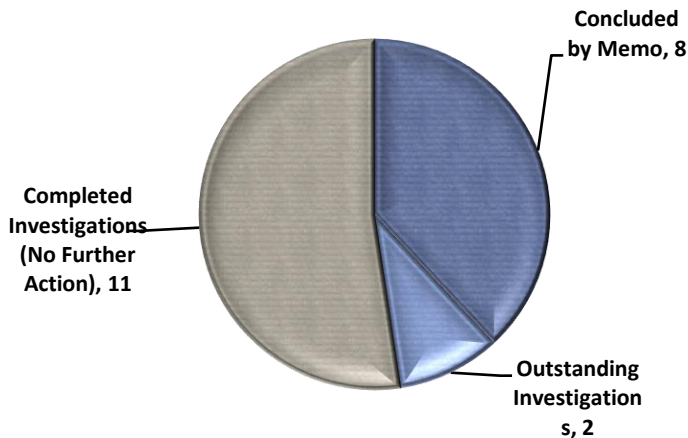
Formal Investigations

Of the 18 SIU investigations, 7 were concluded by memo after the SIU completed a preliminary inquiry and 11 were processed as formal investigations. Out of the 11 investigations, 9 have been concluded. In those incidents, the SIU concluded that reasonable grounds did not exist to believe that the Subject Officer committed a criminal offence. One was concluded by charge and 1 the remaining investigation is pending the Director's decision.

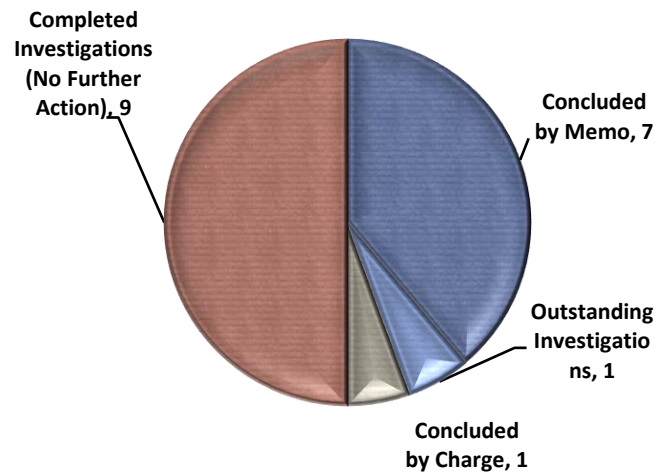
In 2022 there were 21 notifications to the SIU, this is a decrease from 28 notifications in 2021. In 2022 the SIU invoked their mandate 18 times.



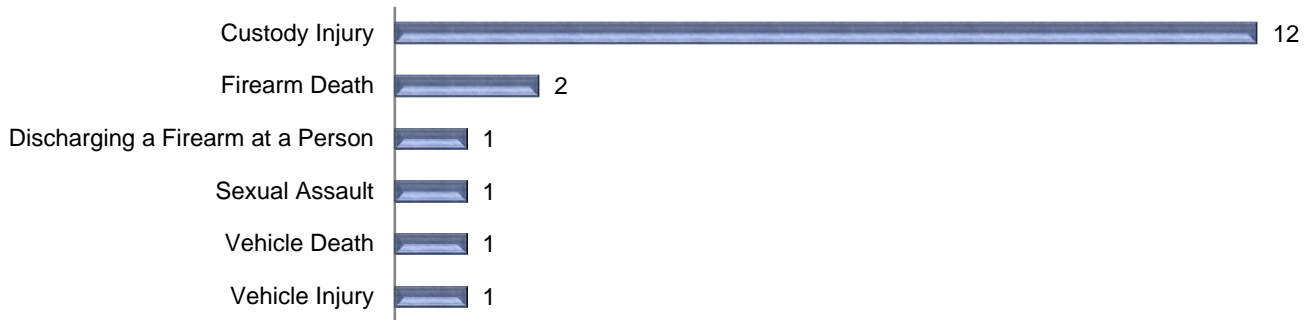
Invoked Investigations 2021



Invoked Investigations 2022



SIU



Out of the 18 incidents where the SIU invoked their mandate in 2022, 12 were classified as a Custody Injury, 2 were Firearm Death, 1 was Discharging a Firearm at a Person, 1 was Sexual Assault, 1 was a Vehicle death and 1 was a Vehicle Injury.

Police custody related injury is the most frequently classified incident involving the SIU. Police Custody Injury and Police Custody Death are not clearly defined and do not specifically mean being physically controlled or being in a custody area of the Hamilton Police Service.

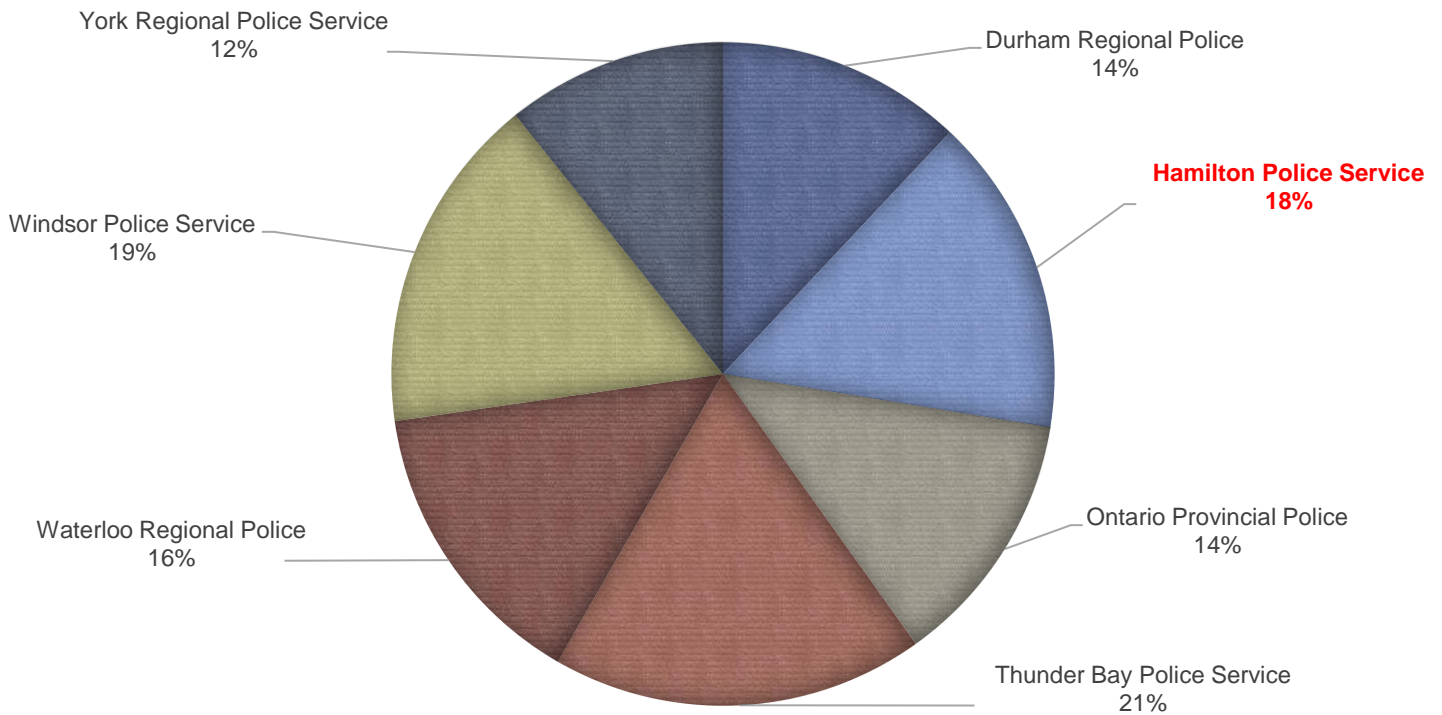
Section 11 Investigations

In 2022 9 Section 11 investigations were completed by the Professional Standards Branch in relation to the 18 investigations concluded by the SIU in 2022. The 9 Section 11 Investigations have concluded that all HPS policy and procedures were adhered to and no further action was required on the part of the subject officers or the HPS. There is 1 outstanding investigation for 2022. A Section 11 Investigation is not required when an officer is criminally charged by the SIU.

Service Comparator

The Hamilton Police Service's number of complaints versus number of officers sits at 18%. The Professional Standards Branch contacted other services to determine their number of complaints versus number of officers for comparison. Some services had not compiled their own annual reports for 2002 at the time of the request and were unable to share their numbers.

% of Complaints to Sworn officers



Commendations and Citizen Awards and Letters

The Hamilton Police Service received 67 Good News letters in 2022. In addition to this recognition by members of the public, the Hamilton Police Service also recognized members of the Service and members of our communities in 2022 through various acknowledgements including:

- Issuance of 29 letters of recognition to members of the public.
- Awarded 17 members with the Member of the Month Award.
- Issuance of 180 commendations to members for exemplary service.

Training & Training Initiatives

In 2022 Members (Sworn & Civilian) participated in over 19,000 hours in a myriad of topics such as Diversity and Inclusion, Discrimination, Privilege and Racism, Respect in the Workplace and other courses which help keep our members current with issues in the Hamilton community.

These courses below represent training on topics delivered to members by the Hamilton Police Service Training Branch in 2022. Appendix A provides a further listing of all internal and external courses offered to HPS members throughout 2022.

Course	Total Hours	# Of Times Run
Workplace Harassment & Discrimination	404*	32
Victim Centered Approach to Investigations VOC Unit	2	32
Standardized Field Sobriety Testing (SFST)	40	3
Sgt. PLT	10	3
Search Warrant	40	2
Scenes of Crime Officer (SOCO)	80	1
S/Sgt. PLT	10	2
Residential Tenancies Act Review	0.5	32
Ontario Major Case Management	72	1
MHA Refresher	1.5	32
Managing Unconscious Bias	315*	32
Investigative Phased Interviewing	40	1
Investigative Interviewing	40	1
Intimate Partner Violence Refresher	10	2
Intimate Partner Violence	20	2
Incident Command 200	40	1
Frontline Supervisor	40	2
Facilitating & Assessing Police Learning	80	1
Equity, Diversity, Inclusion (EDI)	1	32
Crisis Intervention Training - New Recruits	40	3
Crisis Intervention Training	40	3
Criminal Investigative Training	80	1
Coach Officer Course	40	1
Basic Police Powers	1	32
Articulation	0.5	32
Academic Scenarios	1.5	32
ABLE Training	7	32
2S&LGBTQUIA+	2	32

Appendix “A”

Below is an overview of our annually mandated training courses:

HPS Internal Training

Pre-OPC - Recruit Training
Post OPC - Recruit Training
Sworn Use of Force Training
New Hire Special Constable Training
Use Of Force Special Constable Training
New Hire Cadet Training
Use Of Force Cadet Training
New Hire McMaster Special Constable Training
Use Of Force McMaster Training
New Hire Auxiliary Training
Use Of Force Auxiliary Training
Dynamic Entry
Crisis Intervention Training
Intimate Partner Violence
Carbine Requalification Training
Frontline Supervisor
Coach Officer
Public Order Unit
Carbine
Radar
Lidar

Canadian Police College (CPC) Courses

Advanced Open Source Intelligence
Anti-Corruption Investigative Techniques
Computer Forensic Examiner
Critical Incident Commanders Course
Explosives Familiarization Course
Mobile Device Acquisition Analysis
Organized Crime
Police Explosive Technicians
Police Explosive Technicians Validation Course
Police Explosive Technicians Validation Course
Polygraph Examiners Course
Post Blast Scene
Senior Police Administration (SPAC)

OPC Courses

Advanced Friction Ridge Analysis	Investigative Phased Interview
Basic Bloodstain Pattern Recognition	Major Case Management
Basic Constable Training	Managing Investigations Using PowerCase
	Managing Investigations Using PowerCase Trainer
CEW Master Trainer Recertification	Recert 2021
Chemical Treatment & Fluorescent Techniques	Multi-Jurisdictional Major Case Management
Communications Centre Supervisor	OMCM Trainer Workshop
Criminal Investigators Training	Police Services Act Investigation
Crisis Negotiator Basic	PowerCase For the Command Triangle
Death Investigation	Practical Course for Death Investigators
DNA Data Bank, Warrant and Consent Sample Collection	
Drug Investigation	Reconstruction Collision Investigation Level IV
Facilitating and Assessing Police Learning	SAIAO
Forensic Cold Weather Collection	Scenes of Crime Officer
& Recovery of Human Remains	
Forensic Collection and Recovery of Human Remains	Scenes of Crime Officer Trainer
Forensic Identification Officer	
Fraud Investigation	Search Warrant
Gang Investigators	Search Warrant Trainer
Homicide Investigation	Search Warrant Trainer Workshop
Human Trafficking	Sexual Assault Investigation
Incident Command 200	Speed Enforcement Instructor
Incident Command 300	Standardized Field Sobriety Testing
Influential Police Leadership	Synthetic Drug Operations
Investigating Offences Against Children	Synthetic Drug Operations Recertification
	Technical Collision Investigation Level III
	Use of Force Trainer

CPKN E-Learning

Digital Evidence Management System	Suspect Apprehension Pursuits (v.4.0) Basic Refresher
HPS Diversity and Inclusion Survey Results	On-Line
Preparation and Courtroom Testimony	Indigenous Speaker Series
Lead Awareness	SNP Patrol Refresher
Managing Unconscious Bias	Civilian & Cadet Performance Review Guides
Back to Basics: Residential Tenancy Disputes	Informant Handler Certification (HPS)
Incident Command and Operational Planning	Customer Service in the Police Environment
EDI: Discrimination, Privilege and Racism	Cultural Awareness and Humility
Water Safety for First Responders	Intimate Partner Violence (IPV) Unit
Workplace Violence, Harassment & Discrimination	2SLGBTQ+
Respect in the Workplace Training (for Supervisors)	Keith Richards, Presentation
Modified Vehicle Equipment Violations	Dashboard User Guide (CIAU)
Lived Experience Speaker Series	Missing Persons Act - Overview
Recognition of Emotionally Disturbed Persons	Responding to Trauma & Sudden Death - Dr. Lori Triano-Antidormi
Informant Debrief Reporting (New Format)	CPU Training
	PSHSA Workplace Inspection

Standards for Reporting Founded and
Unfounded Incidents
2019-2021 Business Plan
WHMIS 2015 (City of Hamilton)
Active Shooter
Vol. 166 - Occupational Health and Safety for
Workers
OHRC: Call It Out!
AODA Core Modules
Preventing Officer-involved Collisions
Vol. 165 - Directing Traffic
NARCAN Nasal Spray Training and
Administration
Safety Officer Training

A Class Divided
A.B.L.E. Best Practices when Serving the Black
Community
The Authentic Leader
Crimes Against Children Unit
How to Prepare for an Interview
Active Shooter / Armed Intruder Awareness
Electricity: The Invisible Killer
Mobile for Public Safety (MPS)
Indigenous Awareness
Death Notification
Assessing and Interpreting Dog Behaviours