



Anti-Racism and Ethnocultural Equity

PRP-AI-007

Effective Date:2017/01/27

Policy Statement

It is the policy of the Regional Municipality of Peel Police Services Board that the policy requirements set out in this document shall form part of the Board Policies and the Chief of Police is hereby directed to comply with these requirements in his/her administration and operation of the Peel Regional Police.

The Region of Peel is the second largest municipality in Ontario and one of the most diverse and fastest growing regions of Canada. The Peel Police Board embraces this racial and ethnocultural diversity of the Region.

1. Background

The Region of Peel community is ever changing as it grows and evolves into one of the most diverse communities in Canada. The Board is committed to ensuring that Peel Regional Police will provide services in partnerships with all the communities of the Region and in a way that is equitable, respectful and inclusive. The Board and the Service will have practices in place which aim to make the Service truly reflective of the Region it serves, and enable its employees and volunteers to work without discrimination or harassment, regardless of race, ethnicity, culture, nationality, religion or language.

The Board supports the efforts of Peel Regional Police to achieve racial and ethnocultural equality.

2. Policy

It is the policy of the Board that:

1. Discriminatory treatment of members of the public or of the Service based on race, sex, sexual orientation, place of origin, age, disability and socio-economic status will not be tolerated;
2. The Board and Service support a diverse and inclusive workplace and ensure practices and behaviours which promote equality and fair treatment of employees and the public;
3. The Chief of Police shall develop procedures that reinforce and encourage positive, professional, ethical and ethno culturally sensitive practices, in particular, service delivery. Service delivery includes, but not limited to, stops, searches, execution of warrants, response to 911 calls, participation in public events, membership of police-community committees and partnerships; and
4. The Chief of Police shall ensure that professional development includes training programs that address issues of diversity and cultural competencies.

3. Authority/Legislative Reference

Police Services Act, s, 31(c)
Ontario Human Rights Code
Board Minute: #08/17

4. Linkage to Appropriate Police Service Procedure/Directive/PSB Policies

I-A-205 (F) Workplace Discrimination and Harassment
PRP- AI-013 Violence and Harassment in the Workplace
AS-AI-003 Equal Opportunity and Discrimination