



## SECONDARY ACTIVITIES PRP-HR-002

Adopted: 2024/04/01

### Policy Statement

The Peel Regional Police Service Board (the “Board”) acknowledges that members may pursue activities outside of policing, within the parameters set forth in the *Community Safety and Policing Act*. It is imperative for the community to have confidence that police officers conduct themselves in a manner consistent with the public interest and in alignment with the values upheld by the Peel Regional Police Service (the “Service”). The Board expects members to exemplify the highest standards of integrity and ethical conduct. Additionally, it is anticipated that, throughout their tenure, fulfilling policing responsibilities remains the primary professional and employment obligation for all members.

### Policy Application

- 1.1. Members of the Police Service shall not engage in any activity:
  - a. that interferes with or influences adversely the performance of his or her duties as a member of the Police Service, or is likely to do so;
  - b. that places him or her in a position of conflict of interest, or is likely to do so;
  - c. that would otherwise constitute full-time employment for another person; or
  - d. in which he or she has an advantage derived from being a member of the Police Service.
- 1.2. Paragraph 1.1(c) does not apply to auxiliary members of the Service.
- 1.3. Paragraph 1.1 does not prohibit a member from performing, in a private capacity, services that have been arranged through the Service, in accordance with the policies as determined by the Chief of Police.
2. A member of the Service who proposes to undertake an activity that may contravene a section described in paragraph 1.1, or who becomes aware that an activity that the member has already undertaken may do so, shall disclose full particulars of the situation to the Chief of Police. In the case of the Chief of Police, the full particulars of the situation shall be disclosed to the Board.

3. The Chief of Police or the Board, as the case may be, shall decide whether the member is permitted to engage in the activity, subject to any conditions or restrictions that may be set out in the decision. The member shall be notified of the decision in writing, with reasons, and an annual report shall be provided to the Board.
4. Where a member who was previously granted permission to undertake a secondary activity becomes aware that the particulars of the secondary activity has or may change, the member shall disclose the details of the changes to the Chief of Police, or the Board in the case of a secondary activity undertaken by the Chief of Police. The Chief of Police or the Board may rescind the permission to engage in the secondary activity, or place restrictions on the secondary activity, as a result of the changes disclosed. If the permission is rescinded or conditions are added, the Chief of Police shall provide a report to the Board.
5. The Chief of Police may at any time rescind the approval if it is determined by the Chief of Police that the granted privilege has become a contravention of the Act, the performance of duties is adversely affected, or a member refuses to comply with a restriction imposed on the activity. The Board may take the same action with respect to any secondary activity undertaken by the Chief of Police.

### **Reporting**

6. The Chief of Police shall submit a written report to the Board in accordance with Paragraphs 3 and 4. The report shall provide detail on the nature or type of the secondary activity disclosed and the reasons for allowing or denying the member to participate in the activity, and any restrictions imposed.

### **Authority/Legislative Reference**

s. 38(1)(d), *Community Safety & Policing Act, 2019*