



HUMAN RIGHTS APPLICATIONS MANAGEMENT AND DISPOSITION PRP-AI-005

Effective Date: 2012/11/30

Amended: 2015/09/25

Amended: 2018/11/23

Policy Statement

It is the policy of the Regional Municipality of Peel Police Services Board that with respect to it being a named party to a Human Rights Application filed with the Human Rights Tribunal of Ontario, it will defend itself in a manner that protects the interests and reputation of the Board and the police service, including any individual members that may be named, protects the interests of the residents of the Region of Peel and provides for the professional administration of all applications with a view to bringing a resolution in fair manner and as effective and cost-efficient manner as possible.

1. Policy Requirements

It is the policy of the Board:

1. That complete compliance with legislative and constitutional requirements, and recognized legal principles and guidelines are followed;
2. That applications are processed in accordance with the provisions of the Human Rights Tribunal of Ontario and this policy in a professional and prompt manner;
3. That the Board continues to exercise its oversight function through the receipt of reports as set out in this policy;
4. That the Board will provide direction in any Human Rights Application relating to:
 - a. A significant event reported or very likely to be reported by the media which could create or does create a negative perception or could adversely impact the reputation of the Board and/or police service; or,
 - b. Issues of potentially significant liability for the Board and the police service, and/or any application likely to involve a settlement to a third party in excess of \$100,000; and
 - c. In such event, a summary report with recommendations will be received from the Board's solicitor, Chief's counsel and Chief of Police in sufficient detail for the Board to determine its position with respect to the complaint. This report will be provided prior to engaging in either Mediation or Hearing proceedings with the Human Rights Tribunal, the Board's participation in which will be at its discretion.
5. Any resolution reached by the parties to settle an application before the HRTO matter in excess of \$100,000 must have final approval by the Board.

2. Reporting

On an annual basis, the Chief of Police will report to the Board an In Camera report which will include annual statistical comparisons and trend analysis as outlined below:

- a. The total number of human rights applications ongoing;
- b. The total number initiated the past calendar year, and the number resolved the past year;

- c. The statistical analysis will include a comparison to the previous year(s);
- d. A synopsis of the circumstances of each human rights application to include the type of complaint and the amount being sought in damages and the current status; and
- e. Human Rights applications resolved the past year to include a description of how the matter was concluded, including any damages and /or costs paid.

3. Authority/Legislative Reference

Police Services Act Part III
Ontario Human Rights Code as Amended

Supercedes : Human Rights Complaints II-N-4
Human Rights II-N-1 to II- N-3

Board Minute # 96/12
Board Minute # 60/15
Board Minute #IC35-11-18

4. Linkage to Appropriate Board and or Police Service Procedure/Directive

I-A-205 (F) Workplace Discrimination and Harassment
I-A-231 (O) Human Rights Applications Against Peel Regional Police
I-B-136 (F) Diversity Relations and Anti-Discrimination
1-A-204(F) Code of Ethics, Conduct and Discipline
AS-AI-003 Equal Opportunity, Workplace Discrimination, and Harassment
PRP-LG-003 Delegated Authority