

Report to / Rapport au:

**OTTAWA POLICE SERVICES BOARD
LA COMMISSION DE SERVICES POLICIERS D'OTTAWA**

25 January 2021 / 25 janvier 2021

Submitted by / Soumis par:

Chief of Police, Ottawa Police Service / Chef de police, Service de police d'Ottawa

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**SUBJECT: RESPONSE TO INQUIRY I-20-19: TRENDS IN REPORTING
WORKPLACE SEXUAL VIOLENCE AND HARASSMENT OVER THE
LAST 5 YEARS**

**OBJET: RÉPONSE À LA DEMANDE DE RENSEIGNEMENTS I-20-19 :
TENDANCES RELATIVES AU SIGNALEMENT DE HARCÈLEMENT ET
DE VIOLENCE À CARACTÈRE SEXUEL EN MILIEU DE TRAVAIL, AU
COURS DES CINQ DERNIÈRES ANNÉES**

REPORT RECOMMENDATIONS

That the Ottawa Police Services Board receives this report for information.

RECOMMANDATIONS DU RAPPORT

**Que la Commission de services policiers d'Ottawa prenne connaissance du
présent rapport à titre d'information.**

INQUIRY

It is a priority to the Ottawa Police Services Board (Board) and the Ottawa Police Service (OPS) to ensure the OPS workplace is free from sexual violence and harassment. Would the OPS please advise the Board of the trends (statistical details) in reporting workplace sexual violence and harassment over the past five years, keeping in mind that since 2017 with the Harvey Weinstein investigation and the broader use of the #MeToo, survivors may be more comfortable in speaking up.

RESPONSE

Both the OPS and the Board are committed to creating a culture change to eliminate these types of incidents from occurring within the Service.

In 2007, the OPS introduced its Respectful Workplace program, as a result of feedback from members to address incidents of conflict, harassment and discrimination in the workplace. Many other police services have developed a similar program, based on the OPS model.

In 2017, the OPS established the office of Respect, Conduct and Values (ORCV), which reported to the Director General, and in 2018 its mandate was extended to include ethical practice.

In 2020, the OPS announced the creation of a Respect, Values and Inclusion (RVI) Section which would be responsible for the work being done relating to sexual violence and harassment in the workplace, under the Respect, Ethics and Values (REV) Directorate. This important work will help to better streamline and provide oversight to the complaints process to ensure that options are available, including the introduction of a third-party reporting model through Rubin Thomlinson.

The Ottawa Police Service (OPS) and the Ottawa Police Services Board (Board) has initiated a Joint Strategy on Workplace Sexual Violence and Harassment (WSVH). The goal is to develop an overall strategy and process framework for managing and responding to Sexual Violence & Harassment at the OPS. This work will require the involvement and contribution by both internal and external stakeholders, and recently the introduction of an external third party for intake and investigations.

The mandate of the WSVH strategy is to eliminate workplace sexual violence and harassment in the OPS by ensuring a safe, supportive and inclusive work environment for all members and an overall culture of respect, openness and high standards for professional and equitable policing that is reflective of our core values. It will provide safe options to report any occurrence, creating a zero tolerance for workplace sexual violence and harassment within the OPS.

While the statistics are ongoing for 2020, to-date we have received 40 reports, which includes incidents of ethics breaches, respectful workplace complaints, abuse of authority, harassment, sexual harassment, discrimination, as well as leadership support. In previous years the number of reported cases are as follows: 2017 (58), 2018 (55), 2019 (61), and were categorized as personal harassment in the form of bullying, disrespectful communication, and abuse of authority. Additionally, there are three ongoing cases carried over from 2019.

The data has remained consistent in terms of the types and volume of complaints received over the years. Conflict management is a large part of resolution process that the OPS employs to resolve such incidents and continues to be a significant tool for the REV directorate.

SUPPORTING DOCUMENTATION

Technical briefing presented to the Board on September 30, 2020.