



The Regional Municipality of York Police Service Board

Public Board Meeting
November 26, 2025
For Information

Report of the Chief of Police

Report on Aggregate Disciplinary Measures

1. Recommendations

1. That the Board receive this semi-annual report pursuant to section 215(1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 (*CSPA*) for information;
2. That the Board publish this report on the internet pursuant to section 215(2)(a) of the *CSPA*; and
3. That the Board forward this report to the Complaints Director pursuant to section 215(2)(b) of the *CSPA*.

2. Purpose

This report outlines the aggregate disciplinary measures that were imposed on York Regional Police (YRP) officers under Part XII of the *CSPA* from April 1, 2025 to September 30, 2025.

Key Points:

- Discipline was imposed on 20 police officers without hearings and with their consent
- YRP did not complete any disciplinary hearings under the *CSPA* during the reporting period
- This report does not include discipline imposed under the *Police Services Act (PSA)*

3. Background

In accordance with section 215 of the *CSPA*, I am required to report to the Board regarding the aggregate disciplinary measures that were taken under Part XII of the *Act*. In turn, the Board is required to post this report on its website within 30 days of receiving it and must forward the report to the Complaints Director at the Law Enforcement Complaints Agency.

Under the *CSPA*, I may impose the following disciplinary measures on a police officer with the police officer's consent and without holding a hearing:

1. Suspend without pay for a period not exceeding 30 days or 240 hours.
2. Forfeit not more than three days or 24 hours pay.
3. Forfeit not more than 20 days or 160 hours off.
4. Reprimand.
5. Undergo specified counselling, treatment or training.
6. Participate in a specified program or activity.

Rather than consent, the police officer may apply to the Ontario Police Arbitration and Adjudication Commission (OPAAC) to appoint an adjudicator to hold a hearing. I may also apply to the OPAAC to appoint an adjudicator to hold a hearing if I am seeking the police officer's demotion or termination.

Ontario Regulation 90/24 requires me to provide a report on aggregate disciplinary measures imposed on YRP police officers to the Board by June 1 and December 1 of every year. The Regulation also prescribes the information, presented separately for each District and Service, that must be contained in this report:

1. Each provision of the Code of Conduct for Police Officers made under the *CSPA* under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.
2. The number of times a disciplinary measure was imposed,
 - i. without a hearing,
 - ii. following a hearing requested by the police officer, or
 - iii. following a hearing requested by me as I was seeking demotion or dismissal.

3. If a disciplinary measure referred to in paragraph 1 (suspension without pay), 2 (forfeiture of pay) or 3 (forfeiture of time off) of subsection 200 (1) of the *Act* was imposed, for each paragraph,
 - i. the average number of days or hours, and
 - ii. the total number of days or hours.

Misconduct that occurred prior to April 1, 2024, even if the corresponding discipline was imposed during the reporting period, continues to be subject to the *Police Services Act* and is not included in this report.

4. Analysis

During the reporting period, *CSPA* discipline was imposed on 20 police officers from the following Districts and Services:

1 District – 1 officer
2 District – 1 officer
3 District – 2 officers
4 District – 4 officers
5 District – 11 officers
Information Services – 1 officer

All discipline was imposed without a hearing and with the officers' consent. YRP did not complete any discipline hearings under the *CSPA* during the reporting period. The aggregate disciplinary measures imposed during the reporting period is included in Appendix A to this report.

5. Financial Considerations

Not applicable.

6. Local Impact

Not applicable.

7. Conclusion

This report will continue to be provided to the Board on a semi-annual basis. I will also continue to provide the Board with semi-annual reports on hearings under Part V of the *PSA* until such time as all of the remaining discipline under the *PSA* has been concluded.

Alternative formats or communication supports are available upon request.

Approved for Submission: Jim MacSween, M.O.M., B.A.A.
Chief of Police

Attachment - Appendix A - Aggregate Disciplinary Measures by District or Service

Appendix A

Aggregate Disciplinary Measures by District or Service

1 District

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
27. Fail to comply with procedures			1		

Disciplinary Measures and Hearings

Discipline imposed without a hearing	1
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	4	4

2 District

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
10. Undermines public trust			1		

Disciplinary Measures and Hearings

Discipline imposed without a hearing	1
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	8	8

3 District

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
25. Late or absent without authorization			1		
27. Fail to comply with procedures			1	1	

Disciplinary Measures and Hearings

Discipline imposed without a hearing	2
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	4	8

4 District

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
10. Undermine public trust			3	1	
25. Late or absent without Authorization			1		
28. Damage to YRP property			1		

Disciplinary Measures and Hearings

Discipline imposed without a hearing	4
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	20	80

5 District

Code of Conduct Provision Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
10. Undermines public trust			3		
28. Damage to YRP property			7		
30. Workplace violence or harassment			1	1	

Disciplinary Measures and Hearings

Discipline imposed without a hearing	11
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	7.6	84

Information Services

Code of Conduct Provision and Disciplinary Measures

Code of Conduct Provision	Suspension	Forfeit Pay	Forfeit Hours	Counselling, Treatment, Training	Program Activity
27. Fail to comply with procedures			1		

Disciplinary Measures and Hearings

Discipline imposed without a hearing	1
Officer applied for hearing	
Chief applied for dismissal/demotion hearing	

Imposed Discipline	Average Number of Hours	Total Number of Hours
Suspension without pay		
Forfeiture of pay		
Forfeiture of hours off	20	20