

Haliburton Highlands Ontario Provincial Police Detachment Board Agenda

Wednesday, November 26, 2025

1:00 PM

County Council Chambers

<https://youtube.com/live/xwbvnPbQyQs?feature=share>

Page

1. Call to Order

2. Land Acknowledgement

We respectfully acknowledge that the County of Haliburton is located on Treaty 20 Michi Saagiig territory, and in the traditional territory of the Michi Saagiig and Chippewa Nations, collectively known as the Williams Treaties First Nations. We acknowledge a shared presence of Indigenous nations throughout the area, and recognize its original, Indigenous inhabitants as the stewards of its lands and waters since time immemorial.

3. Disclosure of Pecuniary Interest

4. Adoption of Agenda

5. Adoption of the Minutes from Previous Meeting

- 5 - 34
- 5.1. Minutes from the September 24, 2025 Meeting
[Haliburton Highlands Ontario Provincial Police Detachment Board - 24 Sep 2025 - Minutes](#)
[2025 09 24 - Detachment Board Report](#)
[2025 09 24 - Media Releases Haliburton Highlands OPP](#)

6. Delegations/Presentations

7. Items of Business

- 35 - 43
- 7.1. Insurance - Abuse Policy
[HHOPPDB-Policy 1-2025 Abuse Violence Harassment v3](#)
- 44 - 65
- 7.2. 2026 - 2029 Local Action Plan review
[Central Region 1 - HALIBURTON HIGHLANDS- Action Plan - 2026 to 2029 __ \(002\)](#)
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- 7.3. 2026 Haliburton Highlands OPP Detachment Board Meeting

Schedule
[2026 Haliburton Highlands OPP Detachment Board Meeting Schedule](#)

8. Reports

- 67 - 92
- 8.1. Chair Update
 - 8.2. Detachment Commander Update
[2025 10 26 - Detachment Board Report](#)
[2025 10 26 - Media Releases Haliburton Highlands OPP](#)

9. Communication and Correspondence

- 93 - 98
- 9.1. OPP Detachment Board Development Checklist and Guide, OAPSB Communication
[OPP-Detachment-Board-Development-Checklist-2025](#)
- 99 - 101
- 9.2. Municipal Board Remuneration Survey Results
[OAPSB-Remuneration-Survey-Report-2025](#)
- 102 - 107
- 9.3. Board Communication Policy Template, OAPSB Communication
[Board-Communication-Policy-Template-2025](#)
 - 9.4. 2024 OPP Annual Report
[Home | OPP 2024 Annual Report](#)
- 108 - 109
- 9.5. Thornloe OPP Detachment Board Resolution Re: Appeal to the Ministry of the Solicitor General for Reinstatement of Provincial Funding
[OPP Boards Funding motion of support](#)

10. Closed Session

10.1. Move into Closed Session

That in accordance with the Municipal Act Section 239 (X) (X) Haliburton County Council enter into Closed Session for the following reasons:

- (a) the security of the property of the municipality or local board;
- (b) personal matters about an identifiable individual, including municipal or local board employees;
- (c) a proposed or pending acquisition or disposition of land by the municipality or local board;
- (d) labour relations or employee negotiations;

- (e) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board;
- (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose;
- (g) a matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act;
- (h) information explicitly supplied in confidence to the municipality or local board by Canada, a province or territory or a Crown agency of any of them;
- (i) a trade secret or scientific, technical, commercial, financial or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization;
- (j) a trade secret or scientific, technical, commercial or financial information that belongs to the municipality or local board and has monetary value or potential monetary value; or
- (k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board. 2001, c. 25, s. 239 (2); 2017, c. 10, Sched. 1, s. 26.

That in accordance with the Municipal Act Section 239 (X) (X) Haliburton County Council enter into Closed Session for the following reasons:

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- (g) a matter in respect of which a council, board, committee or other body may hold a closed meeting under another Act;
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or labour relations information, supplied in confidence to the municipality or local board, which, if disclosed, could reasonably be expected to prejudice significantly the competitive position or interfere significantly with the contractual or other negotiations of a person, group of persons, or organization;

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(k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board. 2001, c. 25, s. 239 (2); 2017, c. 10, Sched. 1, s. 26.

11. Notice of Upcoming Business

12. Date of Next Meeting

12.1. The next meeting will be held on January 28, 2026 at 1 p.m.

13. Adjournment



**HALIBURTON HIGHLANDS OPP DETACHMENT BOARD
CONSEIL DU DÉTACHEMENT DE HALIBURTON HIGHLANDS
DE LA POLICE PROVINCIALE**

**HALIBURTON COUNTY OPP DETACHMENT
DÉTACHEMENT DU COMTÉ DE HALIBURTON DE LA POLICE PROVINCIALE**

**Haliburton Highlands Ontario Provincial Police Detachment Board
Minutes**

Wednesday, September 24, 2025

1:00 PM

County Council Chambers

The Haliburton Highlands Ontario Provincial Police Detachment Board convened a meeting on Wednesday, September 24, 2025 at 1:00 PM in the County Council Chambers with the following in attendance:

Members: Andrew Fletcher, Public Appointee
 Andrew Hodgson, Provincial Appointee
 Andy Chvedukas, Public Appointee
 Councillor Bob Carter, Mayor of Minden Hills
 Warden Dave Burton, Mayor of Highlands East
 Councillor Walt McKechnie, Deputy Mayor, Dysart et al
 Deputy Warden Liz Danielsen, Mayor of Algonquin Highlands

Regrets:

Staff: Gary Dyke, CAO/County Clerk
 Sue Tiffin, Director of Community Outreach
 Pam Weiss, Executive Assistant to the CAO

- 1. Call to Order**
- 2. Land Acknowledgement**
- 3. Disclosure of Pecuniary Interest**
- 4. Adoption of Agenda**

Motion # 18-2025

Moved by: Andrew Hodgson

Seconded by: Councillor Bob Carter

Be it resolved that the agenda for the September 24, 2025 meeting of the Haliburton Highlands Ontario Provincial Police Detachment Board be approved.

Carried

5. Adoption of the Minutes from Previous Meeting

5.1. Minutes from the June 18, 2025 Meeting

Motion # 19-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Andy Chvedukas

Be it resolved that the minutes from the June 18, 2025 meeting of the Haliburton Highlands Ontario Provincial Police Detachment Board be hereby approved.

Carried

6. Delegations/Presentations

7. Items of Business

7.1. 2026 Budget

7.2. Insurance - Abuse Policy

Motion # 20-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Warden Dave Burton

That the HHOPPDB Policy 1-2025 Abuse Violence Harrassment be received as amended and further

That the final draft be presented at the next meeting.

Carried

7.3. Local Action Plan and HHOPPDB Community Survey results

Motion # 21-2025

Moved by: Councillor Bob Carter

Seconded by: Warden Dave Burton

That the Local Action Plan and HHOPPDB Community survey results be received for information.

Carried

7.4. OAPSB Zone 3 meeting

October 14, 2025

10 a.m. - 2 p.m.

York Regional Police Association
Aurora, Ontario

Chair Andrew Fletcher will be attending these meetings.

7.5. Board communication with Detachment Commander

Motion # 22-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Warden Dave Burton

That the Board receive the Board Communication with the Detachment Commander discussion item and protocol.

Carried

7.6. 2024 Detachment Board Annual Report

Motion # 23-2025

Moved by: Andy Chvedukas

Seconded by: Andrew Hodgson

That the 2024 Detachment Board Annual Report be accepted.

Carried

7.7. Detachment Commander Performance Evaluation process

Motion # 24-2025

Moved by: Deputy Warden Liz Danielsen

Seconded by: Councillor Bob Carter

That the Board accept the Detachment Commander Performance Evaluation process as laid out.

Carried

7.8. Frequency of Board meetings and 2026 schedule

January 2026

May 2026

September 2026

November 2026

Motion # 25-2025

Moved by: Andy Chvedukas

Seconded by: Councillor Bob Carter

AGENDA ITEM #5.1.

Motion that the meeting schedule be amended to include meetings in:
January; March; May; July; September and November of each year.

Carried

8. Reports

8.1. Chair Update

8.2. Detachment Commander Update

Motion # 26-2025

Moved by: Andy Chvedukas

Seconded by: Councillor Bob Carter

That the reports provided in Section 8 be accepted.

Carried

9. Communication and Correspondence

9.1. All Chiefs memo 0050

9.2. All Chiefs memo 0051

9.3. Bruce County Board resolution re: review

9.4. OAPSB quarterly newsletter

9.5. Correspondence Report September 17, 2025

Motion # 27-2025

10. Closed Session

11. Notice of Upcoming Business

12. Date of Next Meeting

12.1.

November 26, 2025

13. Adjournment

Motion # 28-2025

Moved by: Councillor Bob Carter

Seconded by: Andrew Hodgson

AGENDA ITEM #5.1.

Be it resolved that the September 24, 2025 meeting of the Haliburton Highlands Ontario Provincial Police Detachment Board adjourn at 2:40 p.m.

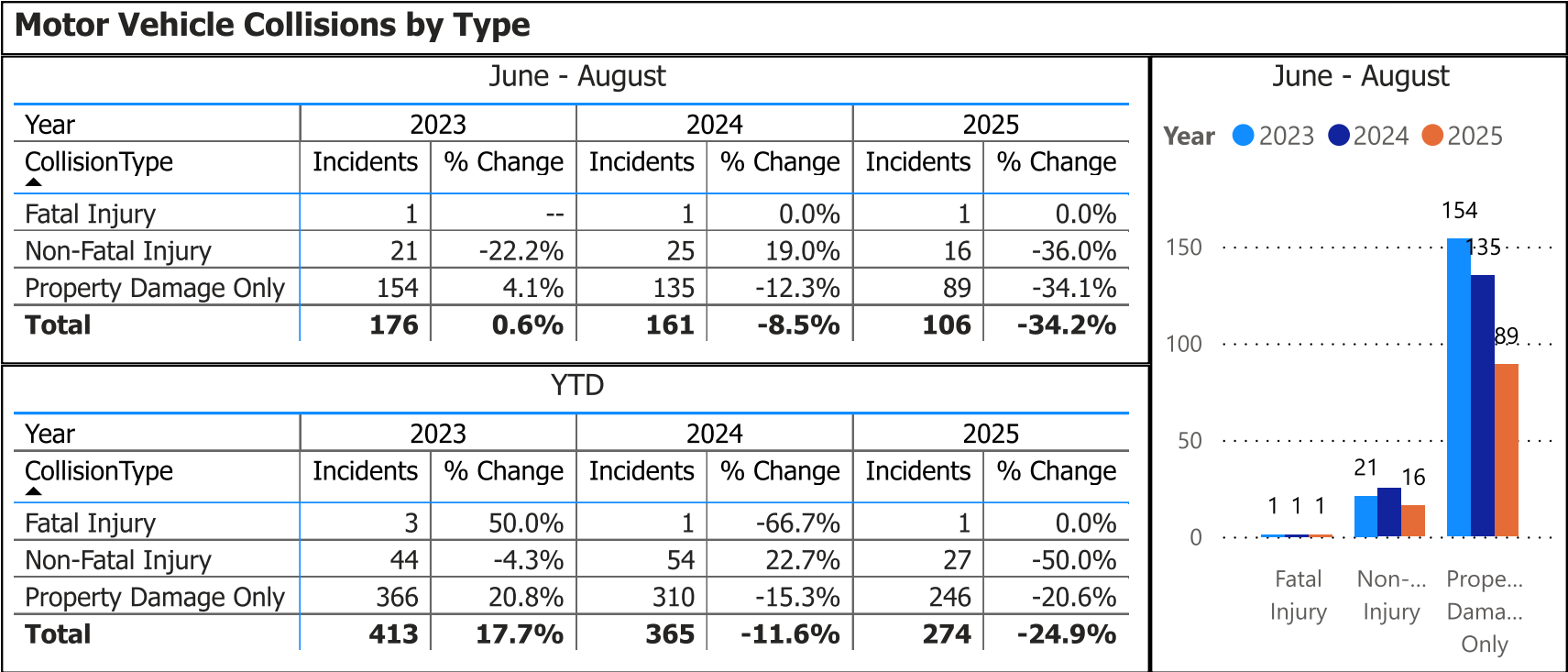
Carried

Certified Correct

Chair

Recording Secretary

OPP Detachment Board Report
Collision Reporting System
June - August 2025



OPP Detachment Board Report
Collision Reporting System
June - August 2025

Fatalities in Detachment Area - Incidents									
June - August									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	--	0	0	--	0	1	--
2024	0	0	--	0	0	--	0	1	0.0%
2025	0	0	--	0	0	--	0	1	0.0%
YTD									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	0	-100.0%	1	1	0.0%	1	2	--
2024	0	0	--	0	0	-100.0%	0	1	-50.0%
2025	0	0	--	0	0	--	0	1	0.0%

Fatalities in Detachment Area - Persons Killed									
June - August									
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle				
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change			
2023	0	--	0	--	1	--			
2024	0	--	0	--	1	0.0%			
2025	0	--	0	--	1	0.0%			
YTD									
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle				
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change			
2023	0	-100.0%	1	0.0%	2	--			
2024	0	--	0	-100.0%	1	-50.0%			
2025	0	--	0	--	1	0.0%			

Primary Causal Factors in Fatal Motor Vehicle Collisions									
June - August				YTD					
	2023	2024	2025		2023	2024	2025		
Speeding	0	1	0	Speeding	1	1	0		
Speeding % Change	--	--	-100.0%	Speeding % Change	0.0%	0.0%	-100.0%		
Distracted	0	0	0	Distracted	0	0	0		
Distracted % Change	--	--	--	Distracted % Change	-100.0%	--	--		
Alcohol/Drugs	0	0	0	Alcohol/Drugs	2	0	0		
Alcohol/Drugs % Change	--	--	--	Alcohol/Drugs % Change	--	-100.0%	--		
Wildlife	0	0	0	Wildlife	0	0	0		
Wildlife % Change	--	--	--	Wildlife % Change	--	--	--		
NoSeatbelt	0	0	0	NoSeatbeltYTD	0	0	0		
NoSeatbelt YoY%	--	--	--	NoSeatbeltYTD YoY%	--	--	--		

June - August									
Speeding, Distracted, AL	0	0	0	0	0	0	0	0	0
	2023			2024				2025	

Speeding

Distracted

Alcohol/Drugs

Wildlife

NoSeatbelt

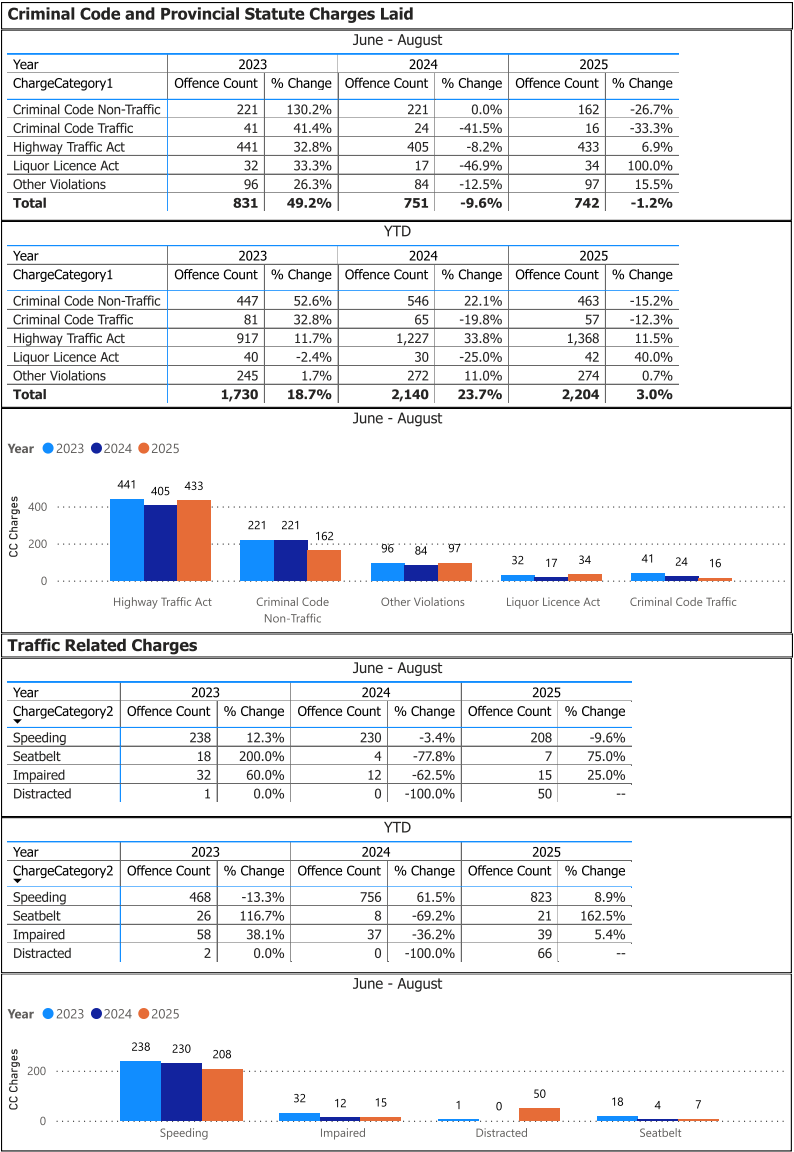
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02-Sep-2025

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Areal(s): ALL
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02-Sep-2025

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OPP Detachment Board Report
Records Management System
June - August 2025

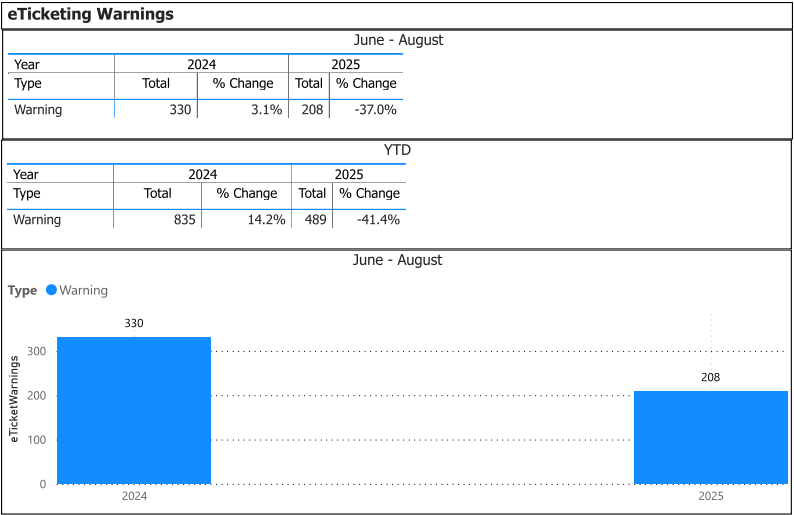


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OPP Detachment Board Report
Records Management System
June - August 2025



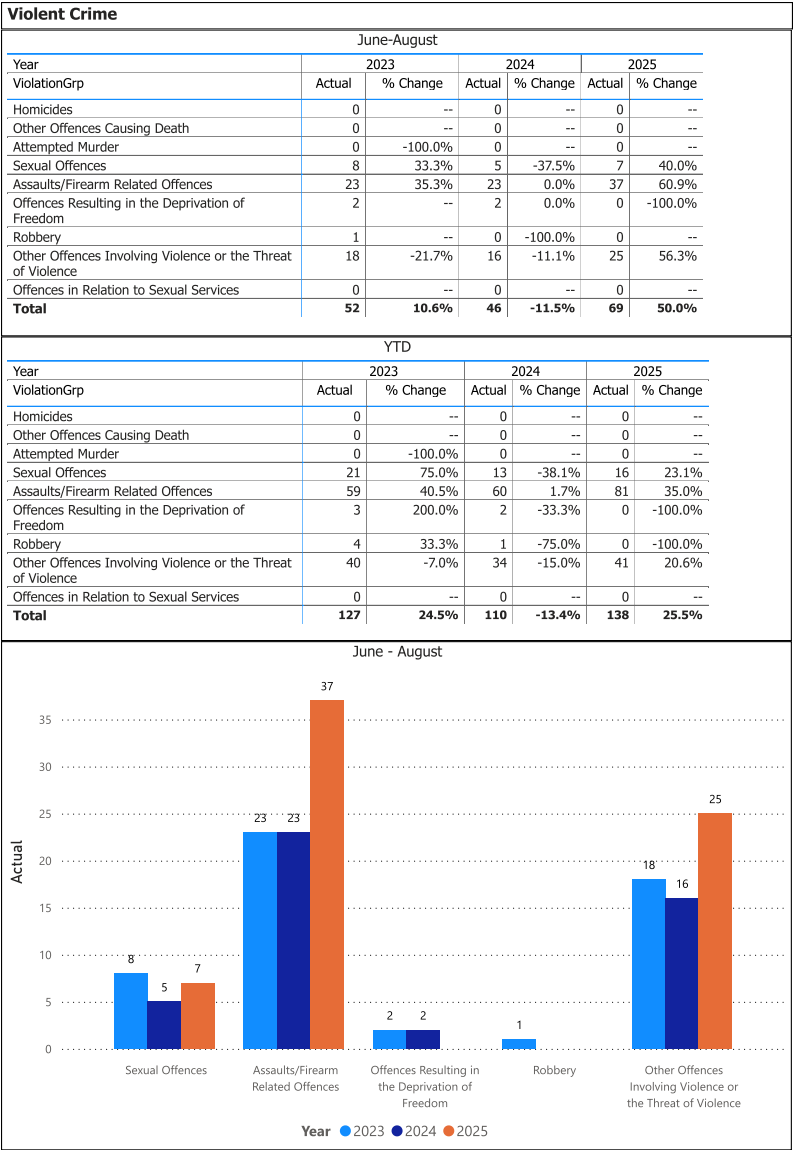
Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

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OPP Detachment Board Report
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June - August 2025

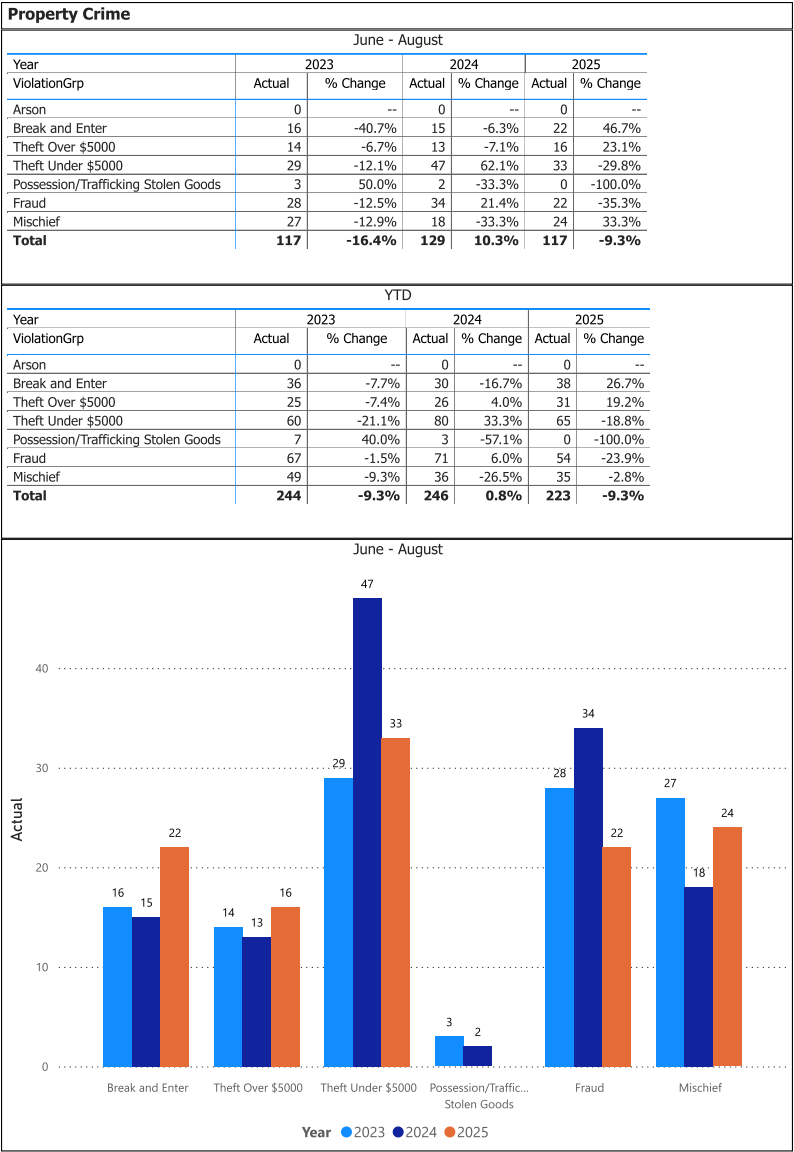


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OPP Detachment Board Report
Records Management System
June - August 2025

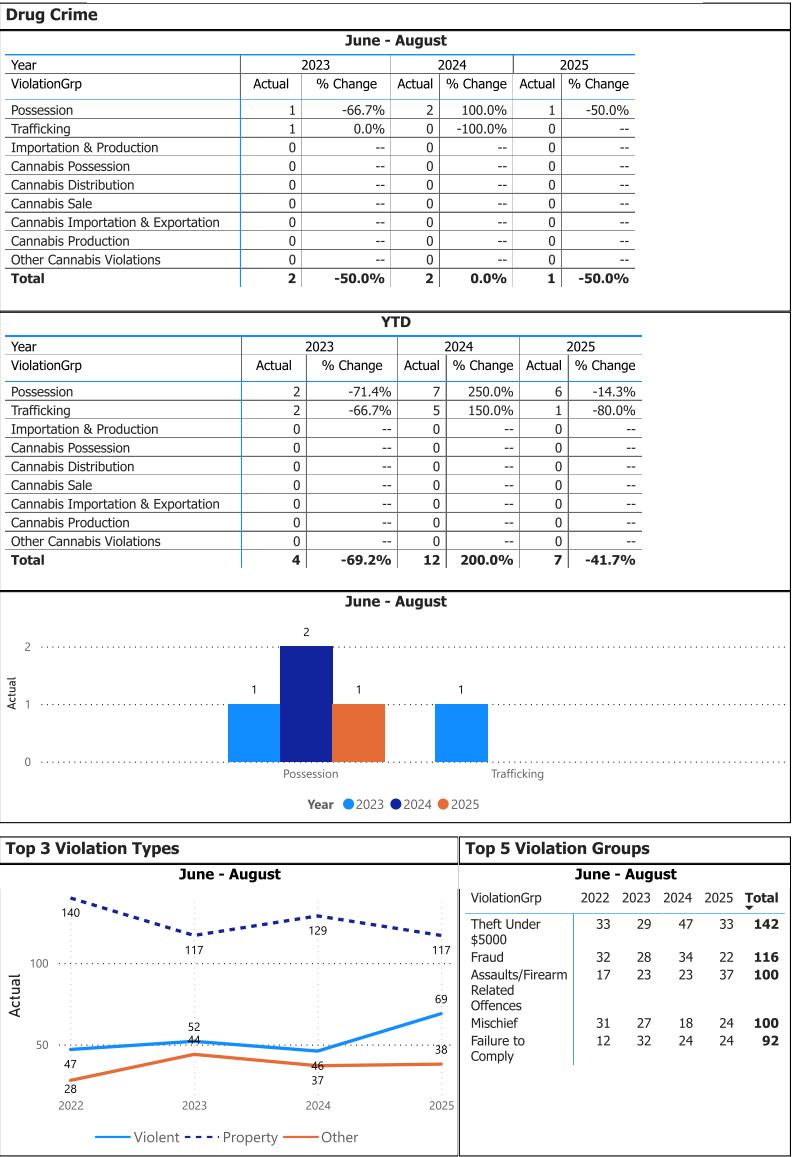


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02-Sep-2025

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OPP Detachment Board Report
Records Management System
June - August 2025

**June - August**

Top 3 Violation Types

June - August

Year	Violent	Property	Other
2022	47	140	28
2023	52	117	44
2024	46	129	37
2025	69	117	38

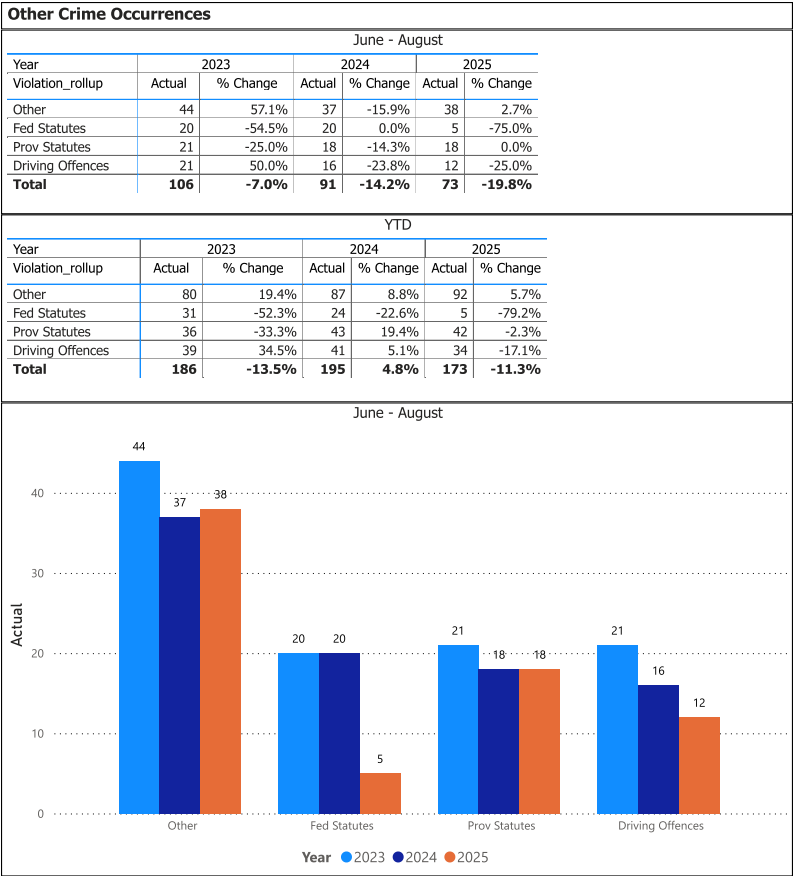
Top 5 Violation Groups**June - August**

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OPP Detachment Board Report
Records Management System
June - August 2025

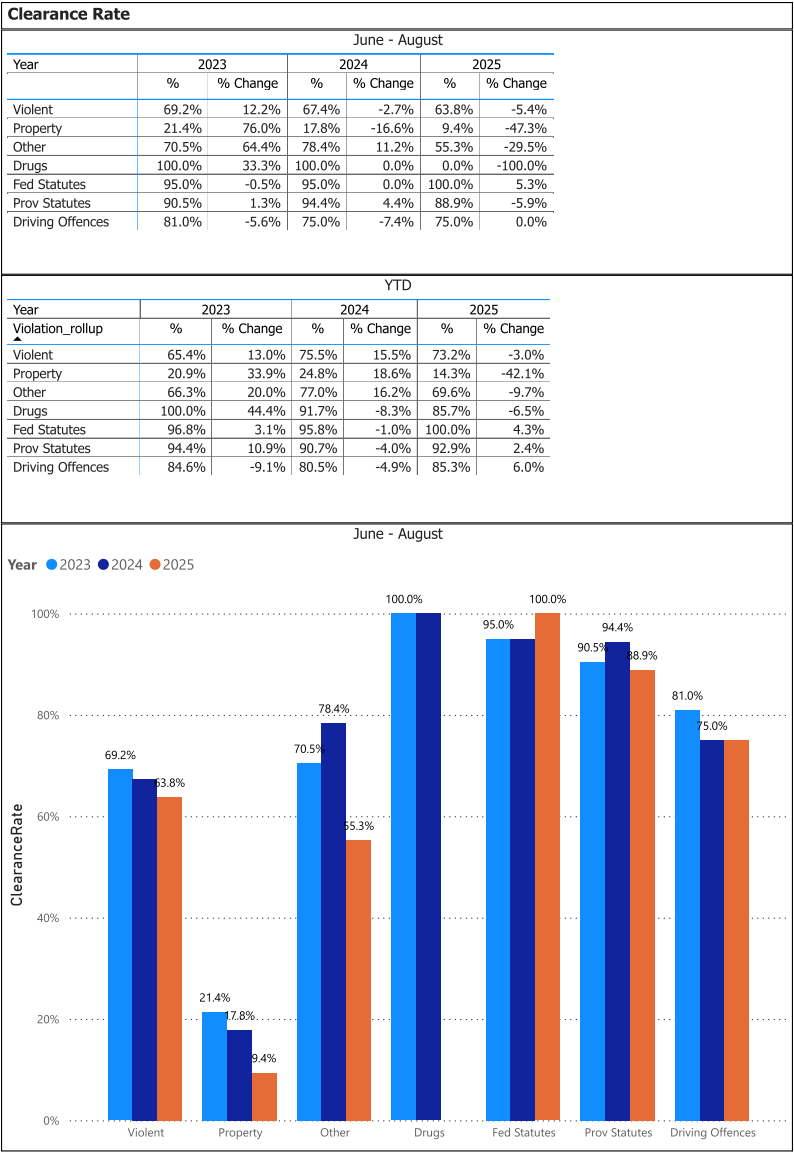


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OPP Detachment Board Report
Records Management System
June - August 2025

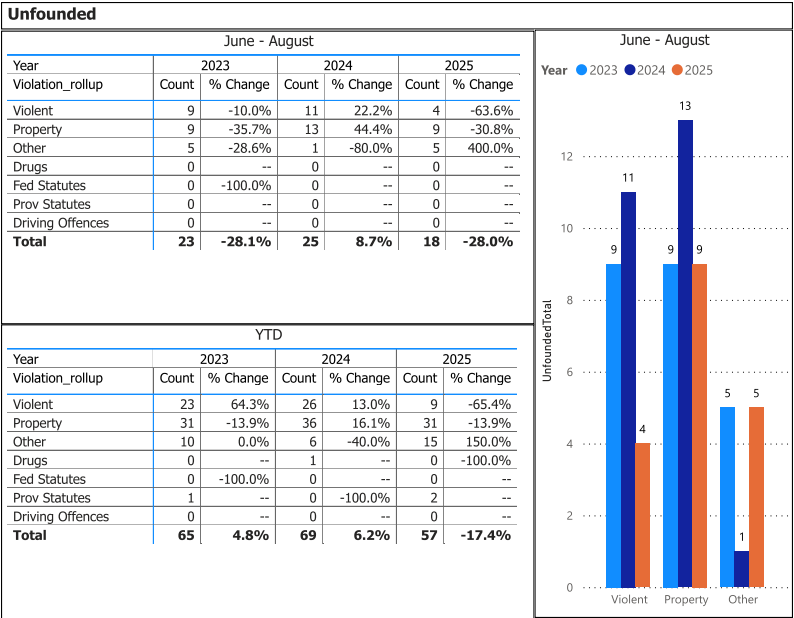


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OPP Detachment Board Report
Records Management System
June - August 2025

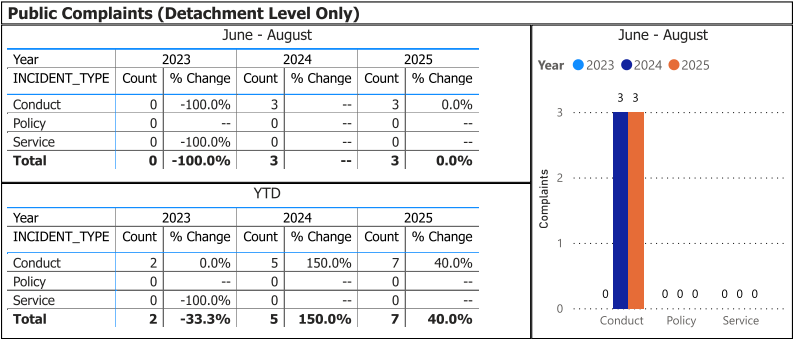


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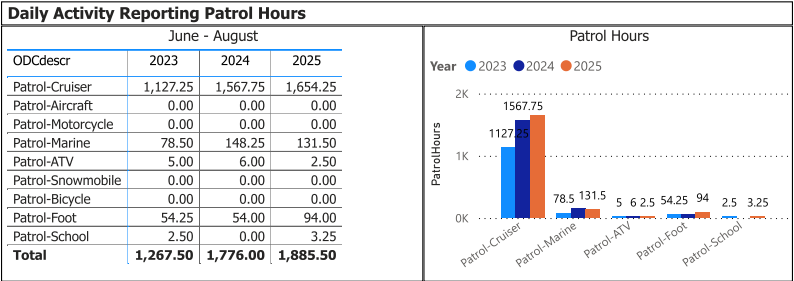
OPP Detachment Board Report
Records Management System
June - August 2025



Data source: RMS Data Feed
Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:
02-Sep-2025

Daily Activity Reporting



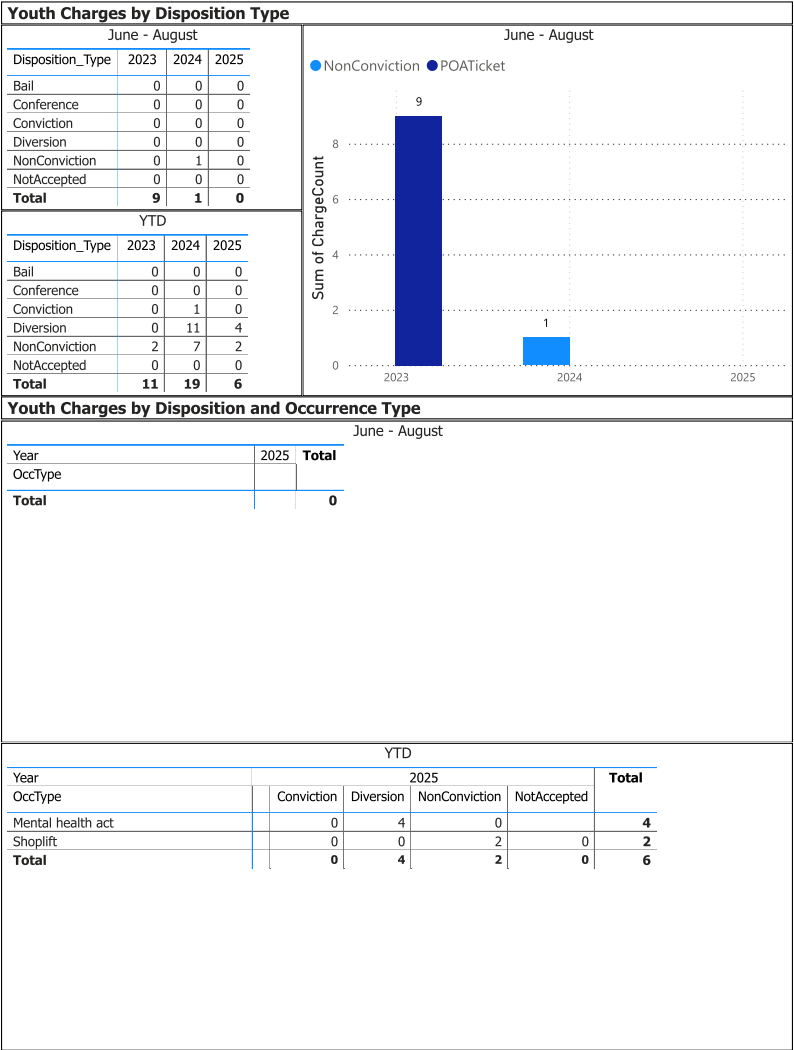
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OPP Detachment Board Report
Records Management System
June - August 2025



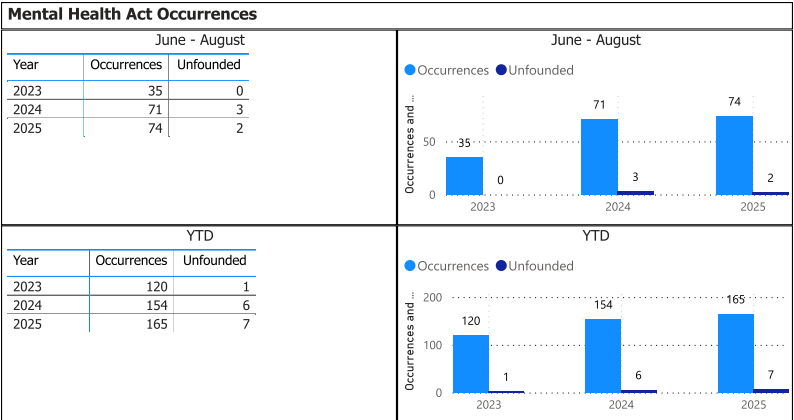
The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

Detachment: 1E - HALIBURTON HIGHLANDS
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OPP Detachment Board Report
Records Management System
June - August 2025



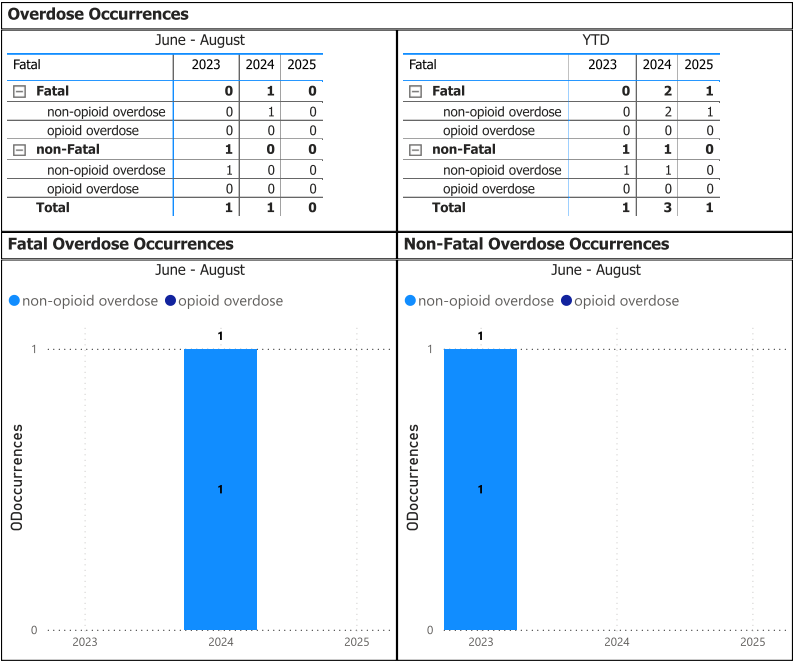
June - August		
Year	2025	
OccurrenceType	Occurrences	Unfounded
	1	0
Ambulance Assistance	2	0
Assist Other Non Police Agency	1	0
Attempt or threat of suicide	15	0
Duplicate occurrence	1	0
Family dispute	3	0
Impaired/over 80	1	0
Intimate Partner Violence	3	1
Mental health act	44	1
Person Well-Being Check	1	0
Threats	2	0
Total	74	2

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Areal(s): ALL
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OPP Detachment Board Report
Records Management System
June - August 2025

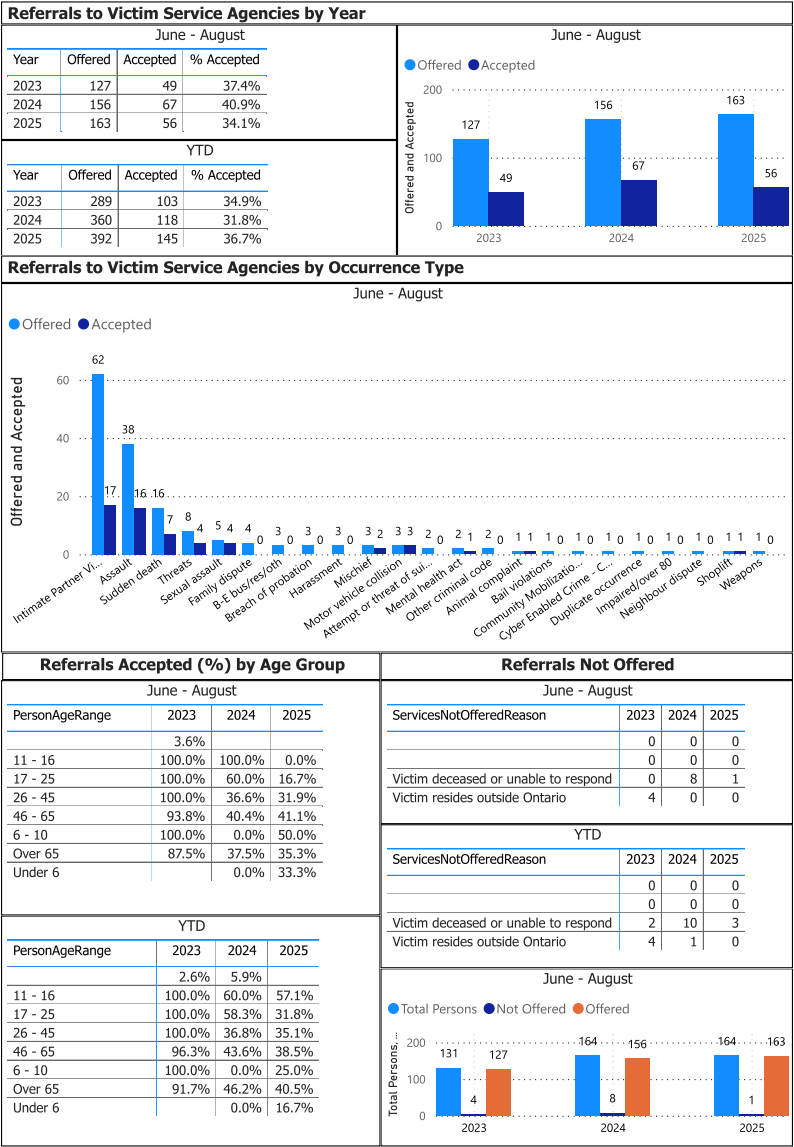


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OPP Detachment Board Report
Records Management System
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Areal(s): ALL
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02-Sep-2025

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04-Sep-2025 2:49:45 PM

OPP Detachment Board Report
Report Information Page

Report Data Source Information:

Data Sources Utilized

- Niche RMS – CTSB Data Feed
- Collision Reporting System (eCRS)
- POIB File Manager
- Daily Activity Reporting System

Niche RMS

RMS data presented in this report is dynamic in nature and any numbers may change over time as the OPP continue to investigate and solve crime.

The following report tabs acquire their data from the OPP Niche RMS – CTSB Data Feed

- Complaints (Public Complaints Section Only)
- Charges
- Warnings
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rate
- Unfounded
- Other Crime
- Youth Charges
- MHA – Mental Health Act
- Overdose
- Victim Services

Collision Reporting System (eCRS)

Traffic related data for Collisions and Fatalities are collected from the OPP eCRS application.

The following report tabs acquire their data from the OPP eCRS (Collision Reporting System)

- Collisions
- Fatalities

DAR (Daily Activity Reporting)

Patrol hours are collected from the OPP DAR application.

The following report tabs acquire their data from the OPP DAR (Daily Activity Reporting)

- Complaints (Patrol Hours Section Only)

Haliburton Highlands OPP

Media Releases
June - August
2025



X/Instagram/Facebook - Releases



Ontario Provincial Police - Central Region

Published by Joe Brisebois ·
July 30 at 12:44 AM ·

Members of the #HaliburtonHighlands Detachment of the Ontario Provincial Police (OPP) have charged an individual with impaired operation after a responding to a boating collision on Kennisis Lake.

In the early hours on July 27, 2025, officers responded to a boating collision on Kennisis Lake, where three individuals sustained non-life-threatening injuries after the boat they were travelling in struck an island.

As a result of the investigation, a 20-year-old from Bobcaygeo... [See more](#)

Edit

Boost post



Haliburton Highlands OPP

Seeking Public Assistance

Multiple vehicles in the downtown area have been spray painted in repeated acts of vandalism.

If you have information please contact the OPP at **1-888-310-1122** or anonymously at **1-800-222-TIPS (8477)**



opp_centralregion

...



opp_centralregion Public Assistance Requested - Vandalism in Downtown Haliburton Highlands.

Since June 28, 2025, multiple vehicles in the downtown area have been spray painted in repeated acts of vandalism.

The Haliburton Highlands OPP is investigating and asking for the public's help. If you witnessed anything suspicious, have security footage, or have any information, please call the Haliburton OPP at 1-888-310-1122. To remain anonymous, contact Crime Stoppers at 1-800-222-TIPS (8477) or www.ontariocrimestoppers.ca

Let's work together to keep our community safe.

[#HHOPP](#) [#CentralRegionOPP](#) [#CrimePrevention](#) [#Community](#)
[#WorkingTogether](#) ^at

6w

VETERANS DAY BBQ



HALIBURTON HIGHLANDS



opp_centralregion

...



opp_centralregion On Thursday, June 12, 2025, the Haliburton Highlands OPP Detachment proudly hosted a Veterans Day BBQ to recognize and honour the service and sacrifices of all who have served.

It was a meaningful day of community, appreciation, and connection, with great food and heartfelt conversations. Thank you to everyone who joined us in showing support and gratitude to our veterans. ^ra

[#HHOPP](#) [#OPPRealLifeHeroes](#) [#POLICING](#) [#BestJobEver](#)

9w

HALIBURTON HIGHLANDS



TURTLE CROSSING



opp_centralregion

...



opp_centralregion HALIBURTON HIGHLANDS OPP – One Shell at a Time

As cottagers flock to the Highlands and wildlife gets moving, Haliburton Highlands OPP officers are doing their part to protect one of Ontario's most vulnerable travelers—turtles. During routine patrols, officers have been assisting turtles across local roads, making sure these slow-and-steady creatures get to their nesting grounds safely.

Cottage season brings increased traffic to turtle crossing zones. Drivers, please stay alert, slow down near wetlands.

It's just another way our officers are keeping the roads safe—for everyone. ^ra

[#HHOPP](#) [#AggressiveDriving](#) [#SlowDown](#) [#PayAttention](#)

6w

SUSPECT IMPAIRED DRIVING?

PLEASE CALL 911



opp_centralregion

...



opp_centralregion IMPAIRED CHARGES LAID AFTER SINGLE VEHICLE COLLISION

(HALIBURTON COUNTY, ON) On July 26, 2025, at 1:12 a.m., Haliburton Highlands OPP responded to a single-vehicle crash near Gelert Road in Minden Hills. A 24-year-old driver from Somerville Township was charged with:

- Operation while impaired – alcohol and drugs
- Operation while impaired – blood alcohol concentration over 80

The driver's licence was suspended for 90 days and the vehicle impounded for 7 days. A court date is pending.

The OPP reminds everyone: never drive impaired. Report suspected impaired drivers by calling 911 or anonymously through Crime Stoppers at 1-800-222-TIPS or www.khcrimestoppers.com.

For more information about impaired driving, visit:
<https://www.ontario.ca/page/impaired-driving>

#HHOPP #DriverSober #NeverDriveImpaired #DriveSafe
@khcrimestoppers ^ra

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KIDS BIKE FEST HALIBURTON



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opp_centralregion Kids Bike Fest Rolls into Haliburton with OPP Support!

On August 9th, Head Lake Park hosted the First Annual Kids Bike Fest — a free morning of cycling fun and safety. Haliburton Highlands OPP Auxiliary members led bike safety talks and rode with kids through the OPP Safety Loop.

Thanks to the Caboose Community Bike Hub and the Ontario Trillium Foundation for making it happen — and to all the families and volunteers who joined in! ^ra

[#HHOPP](#) [#Safety](#) [#Community](#) [#OPPAuxiliary](#) [#PublicSafety](#)

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Press Release Spotlight

Making waves in the community

Newly media-trained Officer Newman engaged with the local newspaper to highlight critical boating safety concerns and promote public awareness.



Haliburton Highlands OPP maintains a strong presence on County lakes through the summer. Submitted.

Five hurt on the water

By Mike Baker

After responding to a pair of non-fatal boating incidents on two County lakes last weekend, Haliburton Highlands OPP is preaching the importance of implementing good habits to stay safe on the open water.

Police confirmed a 20-year-old from Bobcaygeon was charged with impaired operation following a boating collision on Kennisis Lake July 27. Three individuals sustained non-life-threatening injuries after the boat they were travelling in struck an island during the early hours of the morning.

Two days earlier, on July 25, emergency services attended an incident at Horseshoe Lake Road and Bethel Road in Minden following reports that two people were ejected from a watercraft at the Minden Whitewater Preserve, resulting in injuries.

One person was retrieved from the water with a suspected back injury, with the second sustaining a suspected leg injury.

While all involved avoided ultimate disaster, Haliburton Highlands OPP Cst. Hillary Newman said bad boating behaviour can cost lives.

The Highlands detachment has officers trained to handle marine investigations, with officers maintaining a strong presence on County lakes through summer. Newman said there are proactive waterway patrols scheduled throughout summer.

"We have so many bodies of water up here, big and small, so it's important for people to know we're out there. We don't want to have to respond to any sort of emergency situation in the water, we want to try to resolve those before they happen," she said, noting the detachment has its own boating equipment and is routinely assisted by nearby departments.

While she couldn't provide specific numbers, Newman said impaired boating has been an issue this year.

"We see impaired operation across the board, [for boating] it's definitely similar to driving," she said. "It's important to note that, for the majority of boats there's no open alcohol

containers allowed. You're only allowed to drink on the larger vessels, which we don't typically see on our smaller lakes.

"It's equally important to be mindful of alcohol consumption even before going out on the water. The consequences for impaired boating are the same as for impaired driving – you lose your licence. Even if you're charged with operating a vessel while impaired, you won't be able to operate a motor vehicle," Newman said.

Since 2020 there have been 81 boating fatalities across Ontario. Haliburton Highlands is among the top five detachments for boat-related deaths since 2015, with 10.

The Haliburton detachment puts a strong focus on educating the public about boating safety, Newman said, with lifejackets a top priority.

"It's not enough just having them on the boat. People need to wear one anytime they're on the water, and make sure they're in good working order," she said. "You'd hate to need it in an emergency and then find out it doesn't fit or it's fallen off the boat."

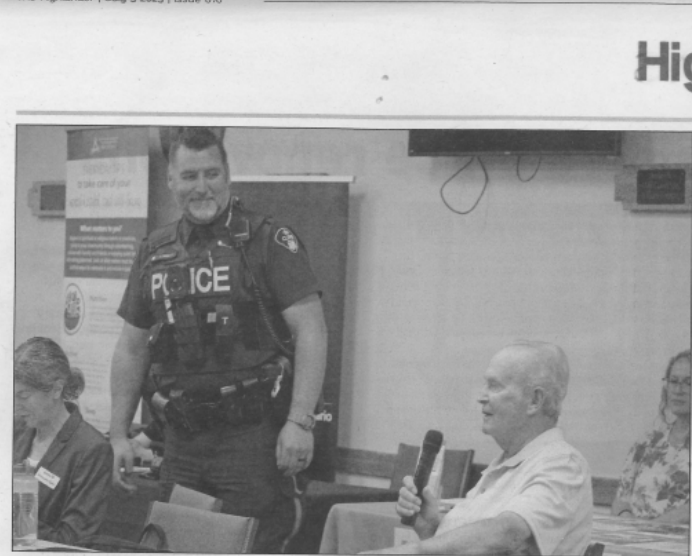
She said boat owners should also carry a whistle and bucket – to attract attention and divert water in emergency situations.

Newman said it's also important to keep an eye on small children and inexperienced swimmers around the water.

"It doesn't take long, and it doesn't take deep water for tragedy to strike... focus on teaching your kids how to swim. It's important for kids to be comfortable with water and know their limits. People come into the lakes up here after only swimming in a pool – just knowing about the currents and how quickly things can change is important," Newman said. "It's a different world swimming in open water."

She called on the public to help police keep lakes safe, encouraging anyone witnessing dangerous or erratic behaviour on the water to contact OPP. The non-emergency line is available 24/7 at 1-800-310-1122.

"We have a ton of lakes in our area, so we really do rely on input from the public to direct our efforts," she said.



OPP Const. Joel Imbeau listens as Dysart et al and County coun. Walt McKechnie talks about seniors' scams.

New centre for seniors

By Lisa Gervais

The new Seniors Active Living Centre (SALC) for the County of Haliburton was officially opened at the Seniors Seminar, hosted by MPP Laurie Scott and MP Jamie Schmale, June 25 at the Haliburton Legion.

Donna Lynn Clarke, representing the minister for seniors and accessibility, made the announcement.

SALCs are not one physical location, but rather activities and events funded by the province to be put on in various locations across the Highlands.

Clarke said the province has given a grant that provides "consistent annual funding" to the County.

Sue Tiffin, County of Haliburton's community safety and well-being plan coordinator, said the County received \$46,000, as well as \$10,000 for start-up funding, and \$4,420 as a special grant for the 2025-26 program.

Programs are designed for older adults (age 55+) and seniors (65+) but can be intergenerational.

Tiffin added the County is the SALC operator, the local municipalities are funding partners, offering in-kind space and staff support, and SALC partners offering programming this year include: the four legions, Abbey Gardens, the Haliburton County Master Gardeners, SIRCH Community Services, the Haliburton County Public Library, the Haliburton County Community Paramedics, the Haliburton Highlands Genealogy Group, and local municipalities.

Tiffin said planned upcoming programming to be held between July and March include: first aid for seniors; museum tours; information sessions; nature walking tours; a pen pal program; a forest bathing session; tech help workshops; disc golf lessons; cooking classes; board game and cards drop-in events, and a variety of recreational programs. SALC programming in Haliburton County will take place at locations throughout the Highlands, as well as virtually/online.

Clarke said the centres were "designed to build capacity; allow you to try new ideas; form strategic partnerships with other senior-serving organizations, and to meet the needs of seniors in your community."

She added she had seen first-hand how the program "brings together senior-serving organizations to bring meaningful collaboration to address local community needs and it is truly transformational when the program comes to a community, so I am so excited for you."

MPP Laurie Scott added, "we love that Haliburton County is the newest seniors active living centre. It will offer seniors from the entire community the opportunity to stay fit, active, healthy and socially connected through various activities."

Information will be available at www.haliburtoncounty.ca/SALC, in local newspapers and on radio, and through printed calendars available throughout the County.

Community Spotlight:

MCRT Officer Joel Imbeau has been making a meaningful impact within our community. His dedication and presence continue to strengthen local connections and support community well-being.

Updates

- ◆ To enhance visibility and collaboration, we now ensure that the County of Haliburton is tagged in all social media posts that reference or relate to Haliburton County. This practice supports consistent recognition and strengthens community engagement efforts.
[#HaliburtonHighlands](#)
- ◆ We're pleased to share that one additional officer has recently completed social media training. Our detachment now has two trained members, enhancing our capacity to communicate effectively and engage with the community online.



HALIBURTON HIGHLANDS OPP DETACHMENT BOARD CONSEIL DU DÉTACHEMENT DE HALIBURTON HIGHLANDS DE LA POLICE PROVINCIALE

HALIBURTON COUNTY OPP DETACHMENT
DÉTACHEMENT DU COMTÉ DE HALIBURTON DE LA POLICE PROVINCIALE

	Policy:	Abuse, Violence and Harassment Policy		
	Department:	Haliburton Highlands OPP Detachment Board		
	Division:	Administration	Policy No.:	#1-2025
	Administered By:	Detachment Board	Effective Date:	
	Replaces:	N/A		
	Attachment(s):	N/A		

1. Policy Statement

The Haliburton Highlands OPP Detachment Board (hereinafter referred to as the Board) recognizes the potential for abuse, violence and harassment in the workplace. The Board is committed to providing a safe, healthy and supportive work environment by treating others with respect, fairness and sensitivity. It will make every reasonable effort to identify all potential sources of such risk to eliminate or minimize them through our workplace abuse, violence and harassment prevention program. The Board will not tolerate any form of abuse, violence or harassment within the workplace or during work-related activities. The Board is committed to allotting whatever time, attention and authority and resources necessary to ensure a safe and healthy working environment for all.

2. Purpose

The purpose of the policy is:

- To maintain an environment that is free from harassment or abuse
- To identify the behaviours that are unacceptable
- To establish a mechanism for receiving complaints

d. To establish a procedure to deal with complaints

3. Definitions

a. **Abuse** is any action, act omission or incident in which an employee, Board members, visitors, volunteers or independent contractors are abused, threatened, harmed, injured, or assaulted in circumstances arising from his or her employment or volunteering, as a direct or indirect action or omission of another employee, volunteer or third party. Some examples include, but are not limited to: threats (verbal/physical), assaults (verbal/physical/sexual), property damage, bullying, intimidation aggressive behaviour, mobbing (a collective effort), the application of force (with or without a weapon), stalking, inappropriate pranks, or horseplay.

b. **Workplace harassment** engaging in a course of vexatious comment or conduct against one or more individual in a workplace that is known or ought reasonably to be known to be unwelcome; or workplace sexual harassment.

c. **Physical assault:** is any physical force or threat of physical force to create fear and control another person. Some examples include: hitting, blocking, shoving, choking, slapping or biting, or pulling hair; "caring" for the victim in an abusive way, threats of violence, and using a weapon or other objects to threaten, hurt or kill.

d. **Sexual assault:** is any unwanted sexual act done by one person to another. Examples include: kissing or forcing/coercing the person into kissing; touching the person's body with or without clothes on; forcing/coercing the person to masturbate; sexual intercourse (anal or vaginal), penetrating with an object; causing bodily harm; removing or attempting to remove clothing; taking advantage of a position, trust or authority to get sex; and threatening to harm someone else if the person does not agree to do any of these things.

e. **Threat** (verbal or written): is a communicated intent to inflict physical or other harm on any person or to property by some unlawful act. A direct threat is a clear and explicit communication distinctly indicating that the potential offender intends to do harm, for example, "I am going to make you pay for what you did to me." A conditional threat involves a condition, for example, "If you don't leave me alone you will regret it." Veiled threats usually involve body language or behaviours that leave little doubt in the mind of the victim that the perpetrator intends to harm.

f. **Verbal/Emotional/Psychological abuse:** is a pattern of behaviour that makes someone feel worthless, flawed, unloved, or endangered. Like other forms of abuse, it is based on power and control. Examples include: swearing, put-downs/name calling over a period of time, labeling the victim in a derogatory way

such as stupid, crazy or irrational, acts of humiliation, extreme jealous behaviour, attacking the victim's self-esteem in other ways. It can also include harming pets and damaging property.

g. **Workplace Bullying:** repeated and persistent negative acts towards one or more individuals, which involve a perceived power imbalance and create a hostile work environment (Salin, 2003)

h. Workplace Sexual Harassment

- Engaging in a course of vexatious comment or conduct against one or more individual in a workplace because of sex, sexual orientation, gender identity, or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome or
- Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome

i. Workplace violence is:

- the exercise of physical force by a person against one or more individual, in a workplace, that causes or could cause physical injury to the worker;
- an attempt to exercise physical force against an individual, in a workplace, that could cause physical injury to an individual; or,
- a statement or behaviour that it is reasonable for an individual to interpret as a threat to exercise physical force against an individual, in a workplace, that could cause physical injury to an individual.

j. **Neglect** is: defined as but not limited to any behaviour that leads to a failure to provide services which are necessary such as withdrawing basic necessities as forms of punishment, failing to assess and respond to changes in health status and refusing or withdrawing physical or emotional support.

4. Roles and Responsibilities of Parties

a. Board

- Ensure that measures and procedures in the County of Haliburton's violence and harassment prevention program are carried out. Hold staff and Board members accountable for responding to and resolving complaints of violence, harassment, or abuse.
- Ensure compliance by all who have a relationship with the Board, such as visitors, volunteers, or independent contractors, etc.
- Make a copy of this policy available.

- Establish and deliver training and education to Board members as required.
- Integrate safe behaviour into day-to-day operations.
- Develop a reporting process for incidents of workplace violence and harassment.
- Investigate all workplace violence using the County of Haliburton's accident investigation procedure and form, and contact the police as required.
- Facilitate medical attention and support for those involved directly or indirectly.
- Take corrective action.
- Identify and alert staff to violent persons and hazardous situations.
- Debrief those involved in the incident either directly or indirectly.
- Track and analyze incidents for trending and prevention initiatives.
- Immediately report a death or critical injury to a Ministry of Labour (MOL) inspector, and the police (as required). Report the circumstance to all parties in writing within 48 hours. Include information and particulars prescribed by the regulations.

b. Employees:

- Participate in education and training programs so you can respond suitably to any incident of workplace violence or harassment.
- Understand and comply with the violence, harassment, and abuse prevention policies and related procedures.
- Report all incidents or injuries of violence/harassment/abuse or threats of violence/harassment/abuse to your supervisor immediately. Complete the Workplace Violence Incident Report.
- Contribute to risk assessments.
- Seek support when confronted with violence/harassment or threats of violence.
- Get medical attention if required.
- At least once a year, participate in a review of the County's workplace violence and harassment prevention program.
- Employees will not be demoted, dismissed, disciplined, or denied a promotion, advancement, or employment opportunities because they rejected sexual advances or because they lodged a complaint when they honestly believed they were being harassed or discriminated against.

5. Reporting and Investigation

Informal Procedure

If you believe you have experienced or witnessed workplace harassment, violence, or abuse you may:

- Confront the person personally or in writing pointing out the unwelcome behaviour and requesting that it stop; or
- Discuss the situation with the Board chair.

Any board member who feels discriminated against or harassed can and should, in all confidence and without fear of reprisal, personally report the facts directly to the Board Chair or County HR Manager, or to another member of management or the Human Resources Department.

Formal Procedure

If you believe you have experienced or witnessed workplace harassment, violence or abuse, you may make a written complaint. The written complaint must be delivered to the Board Chair. Your complaint should include:

- The approximate date and time of each incident you wish to report;
- The name of the person or persons involved in each incident;
- The name of any person or persons who witnessed each incident; and
- A full description of what occurred in each incident.

Investigating Reports Of Discrimination Or Harassment

Once a written complaint has been received, the Board Chair will ensure a thorough investigation is conducted. Harassment should not be ignored, as silence can and often is interpreted as acceptance.

The Board will ensure that all information obtained during the course of an investigation will not be disclosed, unless the disclosure is necessary for the purposes of investigating or taking corrective action, or is otherwise required by law.

For the purposes of this section the following definitions apply:

Complainant – The person who has made a complaint about another individual whom they believe committed an act of violence, discrimination, abuse, or harassment against them.

Respondent – The person whom another individual has accused of committing an act of violence, discrimination, abuse, or harassment.

The investigation will include:

- Informing the respondent of the complaint unless it might bias or interfere with the investigation;
- Interviewing the complainant, any person involved in the incident, and any identified witnesses; and
- Interviewing any other person who may have knowledge of the incidents related to the complaint or any other similar incidents.

A copy of the complaint, detailing the complainant's allegations, will then be provided to the respondent.

- The respondent is invited to reply in writing to the complainant's allegations, and the reply will be made known to the complainant before the investigation proceeds further.
- The board will protect from unnecessary disclosure the details of the incident being investigated and the identities of the complainant and the respondent.
- If necessary, the Board may employ outside assistance or request the use of legal counsel.
- Upon completion of the investigation, the Board Chair will provide both the complainant and respondent a written summary of the findings of the investigation which may include corrective actions taken as a result of the investigation.

If the complainant decides not to lay a formal complaint, the Board may decide that a formal complaint is required (based on the investigation of the incident) and will file such documents with the person against whom the complaint is laid (the respondent).

If it is determined that harassment in any form has occurred, appropriate measures will be taken as soon as possible.

The Investigation File – Contents

The investigative file should contain, but is not limited to:

- Initial complaint
- Complainant/respondent information
- Interview and backup documents as required
- Scene information (if required)
- Findings
- Outcome

6. Response Procedures

- a. Using the incident investigation form, the Board Chair documents all reports of workplace violence/harassment, hazards and measures taken to address them.
- b. If the investigation of the incident is beyond the authority of the Board Chair, she/he must make the Board aware of the report. The Board may require outside assistance to have the matter investigated (e.g., when the incident involves a member of the Board).
- c. The Board reviews all incident reports, monitors trends and reviews recommendations for prevention and enhancements to this policy.
- d. The Board or party who investigates the reported incident, shall warn all persons who might be affected about dangerous situations. They will also tell the reporting employee about the outcome of the investigation to help minimize the chance of similar incidents.
- e. If a violent incident results in a critical injury to a worker, the Board reports the incident or injury (Section 9(31) OHSA) and reports it to the MOL.

7. Support for employees affected by workplace violence

The Board will respond promptly, assess the situation and ensure that these interventions are followed:

- facilitation of medical attention;
- debriefing (by skilled professional);
- referrals to community agencies or treating practitioner;
- completion of incident reports, WSIB reports, reports to MOL (critical injury or fatality); and
- reporting to police (as required).

8. Risk assessment

The Board (with worker involvement) assesses workplace violence hazards in all jobs, and in the workplace as a whole. It reviews risk assessments annually, as well as when new jobs are created or job descriptions are changed substantially.

9. Education

New employees will receive both general and site-specific orientation to the workplace violence and harassment prevention program. In addition, all employees will receive an annual review of the program's general and site-specific components.

Any training developed, established and provided will be done in consultation with, and in consideration of any recommendations arising from investigation reports.

10. Accountability

All workplace parties are accountable for complying with the policy, program, measures and procedures related to workplace violence.

11. Records

All records of reports and investigations of workplace violence and harassment are kept for five years.

12. Policy Review

This violence and harassment prevention policy and program will be reviewed annually.

Dated at _____ on _____, 20__

Signed _____

(Board Chair to sign)



2026 - 2029

HALIBURTON HIGHLANDS

DETACHMENT

ACTION PLAN

ONTARIO PROVINCIAL POLICE // [OPP.CA](https://opp.ca)

2026-2029 STRATEGIC PLAN

Priorities and Commitments



Our People

A healthy and resilient OPP

We will be the employer of choice supporting our members, personally and professionally, in their pursuits of excellence.

Our Work

A responsive and evolving OPP

We will be a leader of policing excellence empowering our members to deliver the best service for Ontarians.

Communities We Serve

A collaborative and progressive OPP

We will courageously pursue community safety outcomes, building cooperative and strategic relationships with partners who share Our Vision.

Connections

A connected OPP

We are one OPP emphasising curiosity and innovation, aligning with our members efforts, while ensuring actions are consistent with Our Mission and Our Values.

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Message from the Detachment Commander

I am pleased to present the 2026-2029 Haliburton Highlands Detachment Action Plan. This action plan has been prepared and adopted per the *Community Safety and Policing Act, 2019* (CSPA) and in alignment with the Ontario Provincial Police 2026-2029 Strategic Plan.



The 2026-2029 Haliburton Highlands Detachment Action Plan outlines commitments, actions, and desired outcomes for the detachment over the next four years. It addresses our strategic direction, the key initiatives we will undertake and how we will provide adequate and effective policing in our area and will meet the needs of the communities we serve. Together, we will work to enhance public safety, strengthen community partnerships, and uphold the trust placed in us by those we serve. To reflect these priorities, the plan is organized in three sections:

- Crime
- Roadways, Waterways and Trails
- Community Well-Being

The plan also includes qualitative and quantitative performance objectives and indicators so we can appropriately measure the outcomes of our actions.

The 2026–2029 Haliburton Highlands Detachment Action Plan was developed through a comprehensive consultation process with key stakeholders. Engagements were conducted with the OPP Detachment Board to ensure alignment between the detachment’s objectives and the priorities identified by the Board. A public survey was distributed to gather input on current and emerging concerns from a broad cross-section of the community, including representatives of diverse populations, municipal councils, local businesses, and other stakeholders. Additionally, a town hall was held to provide residents with a direct forum to express their concerns and share priorities. These engagements served as valuable opportunities to gather input on local issues, helping to shape the detachment’s policing priorities in a meaningful and community-informed manner. This collaborative approach ensured the Action Plan reflects the needs and expectations of those we serve.

The 2026-2029 Haliburton Highlands Detachment Action Plan is the first action plan prepared under the CSPA. Detachment Board Annual Reports will continue to be enhanced to reflect the updated reporting requirements.

This Action Plan has been thoughtfully developed to address the evolving needs of our communities and to ensure the delivery of an effective, responsive, and high-quality police service for all who live in and visit Haliburton County. I am proud of the dedicated work carried out by our members and of the strong relationships we have built within the community, and I look forward to our growth and achievements in implementing the 2026-2029 Haliburton Highlands Detachment Action Plan.

Staff Sergeant Debra McClure
Haliburton Highlands Detachment

Message from the OPP Detachment Board Chair(s)

The Board welcomed the opportunity to work with the Detachment Commander in creating this 2026-2029 Action Plan, and the development of key objectives and priorities to ensure adequate and effective policing is delivered in our changing communities, now and in the years ahead.

We are confident that this plan will address the current and emerging concerns identified through consultation with the communities we represent. We believe this plan strikes a suitable balance of addressing crime and preventing victimization, while ensuring resources focus on road, trail and waterway safety, along with expanding on our commitment of engagement and partnerships that enhance community wellbeing.

Andrew Fletcher

Chair - Haliburton Highlands OPP Detachment Board

Our Detachment

Haliburton County consists of the Municipality of Dysart et al, the Municipality of Highlands East, the Township of Algonquin Highlands, and the Township of Minden Hills. Haliburton County, a picturesque and predominantly rural region in Ontario, is undergoing notable demographic and economic transformation. Characterized by its natural beauty, abundant recreational opportunities, and tranquil and rural environment, the County has long been a favored destination for seasonal residents and tourists. However, recent trends indicate a significant shift toward permanent residency. The shift from seasonal to permanent residency, combined with its natural beauty and recreational infrastructure, positions Haliburton as a unique and evolving community in Ontario.

Haliburton County consists of 20,571 permanent residents, with an estimated seasonal population in excess of 45,000 people, which is a 13.9% increase from 2016. Notably, 35.2% of the population is aged 65 and over, nearly double the provincial average, underscoring Haliburton's appeal as a retirement destination. This demographic shift brings with it increased demand for healthcare, accessible housing, and senior-oriented services.

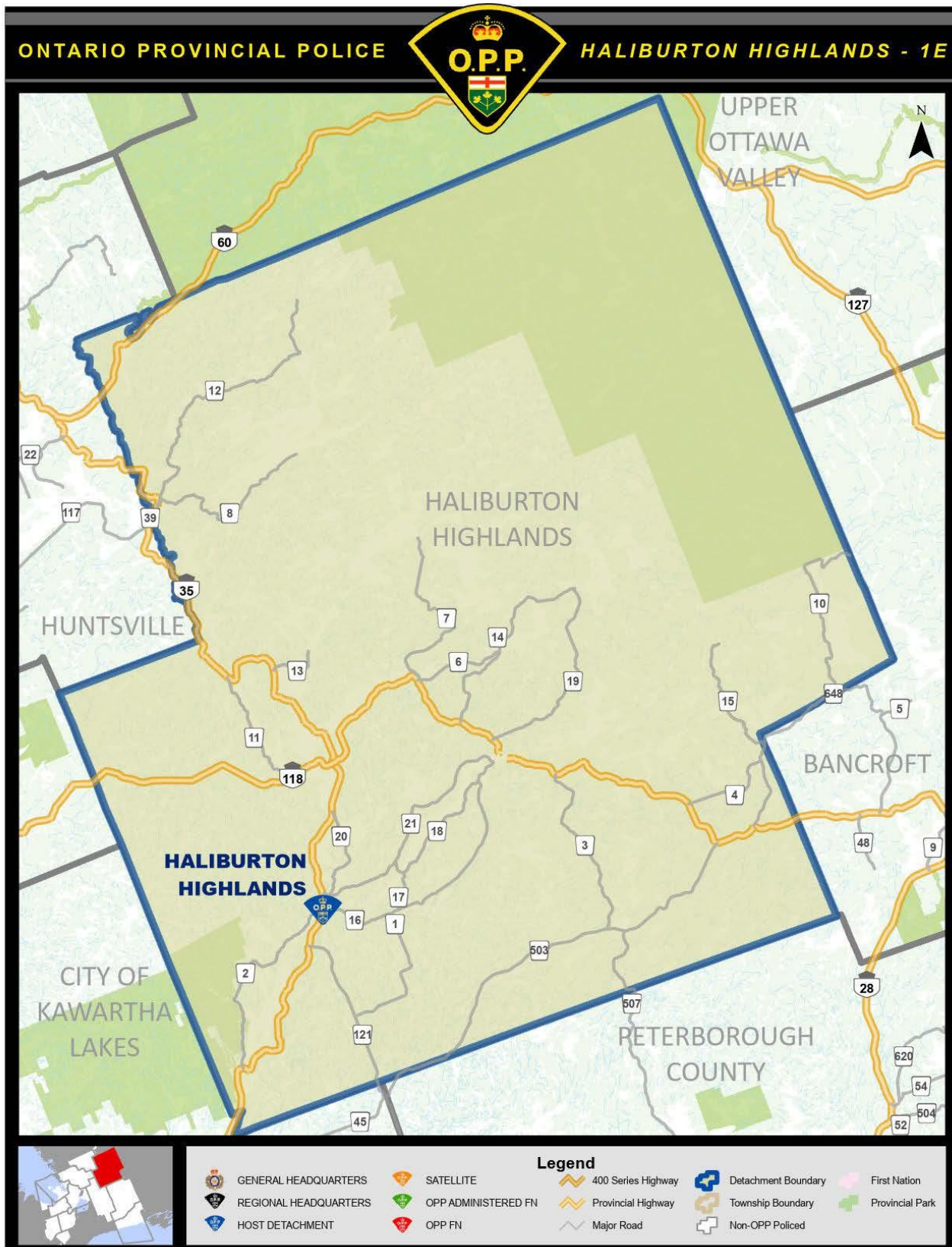
Housing data from the 2021 Census further illustrates this evolution. Permanent residents occupy 46.09% of the dwellings, and the remaining 53.91% of the dwellings are seasonal. While the total number of private dwellings decreased slightly, the number of permanently occupied dwellings rose by 1,271, indicating that approximately 1,312 seasonal residences have been converted to permanent homes. This trend suggests that lifestyle preferences and the rise of remote work are encouraging more individuals and families to settle in the region full-time.

Economically, Haliburton continues to rely heavily on tourism and seasonal industries. However, the growing permanent population presents opportunities for economic diversification, community development, and infrastructure investment. At the same time, the County must address challenges related to service delivery, transportation, and environmental sustainability.

The unemployment rate for Haliburton County is slightly above the province's, being at 9.6% in 2021 compared to 7.4% for the province. The job market is largely based upon retail, trade, and construction industries. Accommodation and food services as well as arts, entertainment and recreation also employ a sizable portion of the labour force in the county, and a higher proportion compared to the province. Part-time and part-year jobs contribute to the county's economic activity.

With an area of 4,071.86 square kilometres, more than 900 lakes (600 named), and approximately 940 kilometres of trails, Haliburton Highlands Detachment area is extremely popular with hunters, anglers, water sport enthusiasts, snowmobilers, and all other forms of outdoor activity enthusiasts. In summary, Haliburton County stands at a pivotal juncture. Its evolving demographic profile, coupled with its enduring natural appeal, positions it as a unique and dynamic community within Ontario, one that must balance growth with the preservation of its rural character and quality of life.

Our Detachment Area



Action Plan Commitments Summary

The OPP's action planning process is guided by Section 70 (1) of the *Community Safety and Policing Act, 2019* and ensures compliance with the *Adequate and Effective Policing (General)* standards filed as O. Reg. 392/23.

Through analysis and consultation, the following objectives and priorities were identified for the next four years. These are reflective of how adequate and effective policing will be provided in the area served by the detachment, in accordance with the needs and diversity of the population.

CRIME	ROADWAYS, WATERWAYS AND TRAILS	COMMUNITY WELL-BEING
Enhance proactive patrol and/or initiatives to target specific local crime trends and reduce victimization, while increasing community safety.	Expand local level expertise in specialized traffic enforcement that would directly benefit our detachment area.	Increase community engagement and strengthen community relationships through enhanced communication and information sharing.
Enhance public safety through strategic offender apprehension, focusing on the arrest of individuals with outstanding warrants to ensure accountability. Active involvement in the Offender Management and Apprehension Program (OMAP) supports consistent bail compliance monitoring, helping to prevent reoffending and uphold judicial conditions.	Enhance proactive enforcement and visibility in the detachment area by continuing to enforce the Big 4 and addressing local traffic safety trends. Maintain a year-round focus on identifying, analyzing, and addressing the causal factors contributing to motor vehicle collisions.	Strengthen relationships with local youth by providing structured and unstructured youth programming, delivering information about topics that impact youth, and prioritizing partnerships with local youth-focused organizations.
Strengthen local expertise in investigating crimes impacting our communities through targeted investments in training and mentorship. The goal is to minimize violent crime and reduce victimization by equipping detachment members with the skills and	Increase public education and awareness of traffic safety, vehicle safety, and traffic-related legislation through enhanced engagement, presentations, and data sharing.	Actively seek out, identify and engage members of the public who may be interested in pursuing a career in policing, either as regular uniformed officers or as volunteers within the detachment's Auxiliary Unit.

AGENDA ITEM #7.2.

support needed for effective case management.		
Increase public education and awareness of crime trends through enhanced engagement, presentations, and data sharing.	Ensure a sustained and effective operational presence on ATV and MSV trails year-round in response to increased recreational use. Maintain consistent patrols on local waterways during the summer to manage the growing volume of activity on lakes and rivers and support public safety.	Strengthen a culture of wellness that supports the physical and mental health of personnel through access to peer support, mental health resources, and tailored programs. Proactive engagement, leadership support, and education help reduce stigma, encourage early intervention, and foster a supportive workplace.
Enhance coordination and timely responses in property crime investigations further support accountability and contribute to safer neighbourhoods.	Increase proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways by enhancing visibility and enforcement, promoting road safety, and implementing a comprehensive strategy that includes education and stakeholder engagement.	Enhance partnerships with local service providers to best support calls for service related to mental health, substance use and addictions, persons with disabilities, persons experiencing homelessness, and other factors that may contribute to increased victimization.
Enhance our response to the opioid crisis, remaining committed to reducing the harm caused by opioid production, trafficking, and use, through enforcement, prevention, and community collaboration.		Implement strategies to reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This commitment reflects our dedication to human rights and equity, ensuring all individuals feel protected, respected, and supported within our area.

CRIME

The Haliburton Highlands Detachment remains committed to investigative excellence and delivering high-quality, victim-centered policing rooted in professionalism, accountability, and respect for the communities we serve. We continue to strengthen our capabilities in frontline and criminal investigations through enhanced inter-agency cooperation, evidence-based decision-making, and the use of emerging technologies. Our trauma-informed approach prioritizes the dignity and safety of victims, particularly in cases of Intimate Partner Violence and sexual assault, supported by collaboration with community-based services.

In response to the opioid crisis and its impact on public safety, we maintain a coordinated strategy with health, social, and enforcement partners to promote education, prevention, harm reduction, and integrated enforcement targeting drug trafficking and organized crime. Guided by Ontario's Mobilization and Engagement Model of Community Policing, we emphasize collaborative problem-solving, proactive engagement, and sustainable, community-driven solutions. Through these priorities, we reaffirm our dedication to fostering a safe, inclusive, and resilient environment for all residents.

COMMITMENTS	ACTIONS	OUTCOMES
Enhance proactive patrol and/or initiatives to target specific local crime trends and reduce victimization, while increasing community safety.	Use crime analytics and community feedback to identify emerging trends, then deploy focused patrols and initiatives, such as foot patrols, traffic enforcement, or visibility in high-risk areas, to deter criminal activity and reduce victimization.	Data-driven patrol/initiatives based on analysis and community input, resulting in increased personal and community safety.
Enhance public safety through strategic offender apprehension, focusing on the arrest of individuals with outstanding warrants to ensure accountability. Active involvement in the Offender Management and Apprehension Program (OMAP) supports consistent bail compliance monitoring, helping to prevent reoffending and uphold judicial conditions.	To support public safety, the detachment will enhance bail compliance through regular check-ins, home visits, and collaboration with probation and parole officers, using OMAP data to identify and address non-compliance early. Targeted enforcement days and joint operations with specialized units will focus on apprehending high-risk individuals with outstanding warrants.	Improved public safety through increased offender accountability, reduced bail violations, and the timely apprehension of high-risk individuals. These coordinated efforts strengthen community trust, disrupt repeat offending, and reinforce the integrity of the justice system. Proactive engagement ensures judicial conditions are upheld, promotes efficient use of enforcement resources, and supports safer, more resilient communities. Increased compliance checks and strengthened collaboration with probation and parole officers will lead to timelier

AGENDA ITEM #7.2.

		interventions and will contribute to improved public safety and accountability within the community.
Strengthen local expertise in investigating crimes impacting our communities through targeted investments in training and mentorship. The goal is to minimize violent crime and reduce victimization by equipping detachment members with the skills and support needed for effective case management.	Develop a structured internal mentorship program that pairs experienced investigators with newer members, while also prioritizing attendance at specialized investigative training courses (e.g., major case management, trauma-informed interviewing, cybercrime). This dual approach builds capacity and ensures consistent, high-quality investigations. Investigations related to IPV and Sexual Assault will be subject to ongoing review and oversight by the Detachment Abuse Issues Investigator (DAII) and the Area Crime Supervisor to ensure full compliance with organizational policies, procedures, and best practices. Work with YWCA to provide support for IPV investigations.	Increased number of detachment members with specialized training and experience in a variety of criminal investigations, resulting in investigative excellence and improved community safety. IPV offences continue to be thoroughly investigated and reviewed by DAII's, ensuring compliance of organizational policies.
Increase public education and awareness of crime trends through enhanced engagement, presentations, and data sharing.	Leverage the Community Engagement Officer to lead targeted presentations and outreach on local crime trends, fraud prevention, and safety strategies at schools, senior groups, and community events. The CEO will also mentor and support other officers in delivering public education initiatives, helping to build internal capacity and ensure consistent, high-quality engagement across the detachment.	Increased number of Community Engagement Officer visits, engagements and presentations related to crime prevention, demonstrating an enhanced transparency in local crime data trends.
Enhance coordination and ensure timely responses in property crime investigations. By	Deploy focused patrols in identified property crime hotspots based on crime	Increased visibility and presence in high-risk areas, leading to a reduction in property crime

improving communication, streamlining follow-ups, and prioritizing accountability, we aim to reduce property-related offences and contribute to safer, more secure neighbourhoods.	analysis and community reports. These patrols will enhance visibility, deter criminal activity, and enable quicker response times, while improving coordination between frontline officers and investigators for more effective follow-up. We are committed to enhancing community safety through proactive crime prevention strategies. As part of this commitment, Auxiliary members to work within the principles of Crime Prevention Through Environmental Design (CPTED). CPTED is a proven approach that focuses on the design and effective use of the built environment to reduce the fear and incidence of crime, thereby improving the overall quality of life for community members. Auxiliary members to recommend practical improvements that deter criminal activity and educate community members at the same time. Deliver targeted presentations focused on fraud prevention and property-related crimes. These educational initiatives are designed to raise awareness, empower residents with practical knowledge, and reduce victimization within our communities.	incidents, and stronger community confidence in police efforts to address local concerns. Strengthened partnerships and increased Community engagement presentations, leading to a reduction in crime.
Enhance our response to the opioid crisis, remaining committed to reducing the harm caused by opioid production, trafficking, and use, through	Increase proactive patrols and intelligence-led investigations targeting opioid trafficking networks, while simultaneously strengthening partnerships with	Increased proactive patrols in high-risk areas. Strengthened partnerships, combined with the support of

AGENDA ITEM #7.2.

enforcement, prevention, and community collaboration.	local health and social service agencies to ensure individuals affected by substance use have access to timely support, treatment, and recovery resources. Leverage the expertise and resources of specialized OPP units (Community Street Crime Unit) to bolster enforcement, intelligence gathering, and community outreach initiatives.	specialized OPP units, will lead to improved access to support services, and a measurable reduction in opioid-related harm across Haliburton County, including a targeted decrease in overdose incidents and opioid-related emergency calls.
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ROADWAYS, WATERWAYS AND TRAILS

Serving the Province of Ontario by protecting its citizens, upholding the law, and preserving public safety is the foundation of our daily mission. This commitment defines our actions and guides our delivery of the provincial policing mandate.

In Haliburton County, we remain steadfast in our commitment to ensuring the safety and security of all residents and visitors. Our officers are dedicated to maintaining a safe environment across the County's extensive network of roadways, waterways, and trails. Through proactive enforcement, meaningful community engagement, and strong strategic partnerships, we continue to work diligently to uphold public safety.

COMMITMENTS	ACTIONS	OUTCOMES
Expand local level expertise in specialized traffic enforcement that would directly benefit our detachment area.	Identify officers with an interest in traffic enforcement and enroll them in specialized training programs such as Standardized Field Sobriety Testing (SFST), Drug Recognition Expert (DRE), and Commercial Motor Vehicle (CMV) inspections. These trained officers will then lead focused enforcement initiatives and mentor colleagues to build broader detachment capacity in traffic safety.	Increased number of detachment members with specialized training in traffic enforcement techniques directly impacting the community, resulting in positive traffic safety outcomes.
Enhance proactive enforcement and visibility in the detachment area by continuing to enforce the Big 4 and addressing local traffic safety trends. Maintain a year-round focus on identifying, analyzing, and addressing the causal factors contributing to motor vehicle collisions.	Conduct regular, data-driven focused patrols targeting high-collision zones and times, with an emphasis on the Big 4 (impaired driving, aggressive driving, distracted driving, and seatbelt use). Use collision data and community input to guide enforcement efforts and adjust strategies as trends evolve. Actively support and participate in Provincial and National Traffic Safety Campaigns, aligning our enforcement and education efforts with broader public safety objectives. These campaigns serve as vital tools in raising awareness, promoting	Increased number of data-driven patrol and initiatives based on analysis and community input, resulting in positive traffic safety outcomes. Increased emphasis on the Big 4 driving behaviours—impaired, aggressive, distracted driving, and seatbelt non-compliance—will lead to improved driver behaviour, and fewer collisions and safer roadways.

	compliance, and reducing the risk of motor vehicle collisions across our communities.	
Increase public education and awareness of traffic safety, vehicle safety, and traffic-related legislation through enhanced engagement, presentations, and data sharing.	To enhance public awareness of traffic safety, vehicle safety, and traffic-related legislation, we will deliver focused public presentations by leveraging the expertise of OPP officers, specialized units, and leadership, including the CEO. These sessions will share key safety messages, relevant data, and promote safer driving behaviours across our communities.	Increased community engagement and presentations related to traffic safety, vehicle safety, and traffic-related legislation have enhanced transparency in local traffic data trends. These proactive efforts will lead to safer roadways, fewer motor vehicle collisions, and increased public compliance with traffic laws through greater awareness and community involvement.
Ensure a sustained and effective operational presence on ATV and MSV trails year-round in response to increased recreational use. Maintain consistent patrols on local waterways during the summer to manage the growing volume of activity on lakes and rivers and support public safety.	To support public safety in response to increased recreational activity, we will train additional members to operate specialized equipment and partner with the SAVE (Snowmobile, ATV, and Vessel Enforcement) Unit to conduct joint patrols. By leveraging the expertise and resources of SAVE and other OPP units, we will enhance our presence on ATV and MSV trails year-round and maintain active patrols on local waterways during the summer, ensuring visibility, enforcement, and community engagement in high-traffic areas. Deploy officers who are not certified to operate ATVs/MSVs in marked cruisers at trailheads to provide visible enforcement and engage the public in education. Deploy officers who are not certified to operate vessels in marked cruisers at boat launches to provide visible enforcement and engage the public in education. This	Increased number of detachment members with specialized training and partnering with the SAVE Unit for joint patrols, we will be better equipped to respond to seasonal demands, reduce incidents, increase compliance, and promote safe, responsible use of Ontario's trails and waterways. Increased number of data-driven patrol and initiatives based on analysis and community input, resulting in positive safety outcomes on trails and waterways.

	approach supports compliance through deterrence and outreach. We will enhance our media and social media messaging to promote ATV, MSV and waterway safety throughout the year. An analytical review of ATV, MSV and waterway-related complaints, conducted by Regional Operational Analysts (ROA), will provide critical data to support the development of focused and directed patrol strategies. This intelligence-led approach ensures that enforcement efforts are targeted, efficient, and responsive to emerging trends and community concerns.	
Increase proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways by enhancing visibility and enforcement, promoting road safety, and implementing a comprehensive strategy that includes education and stakeholder engagement.	To address the growing presence of CMVs on local roads, we will expand enforcement, educate drivers and the public, and collaborate with stakeholders. This includes training officers, conducting targeted inspections, educating CMV businesses and their employees and partnering with transportation companies and regulatory bodies to improve safety and compliance. Leverage analytics provided by our Regional Operational Analyst (ROA) to identify areas with a high volume of Commercial Motor Vehicle (CMV) traffic complaints.	Increased proactive efforts to address the growing presence of Commercial Motor Vehicles (CMVs) on local roadways resulting in improved safety and compliance through targeted enforcement, education, and stakeholder engagement. Increased number of members trained in CMV inspection procedures and partnering with transportation companies, MTO, and OPP Traffic Units, will enhance our capacity to conduct inspections, reduce collision risks, and keep our roadways safe.

COMMUNITY WELL-BEING

The Haliburton Highlands Detachment is committed to fostering a collaborative and progressive policing model that prioritizes the safety and well-being of all community members. We will achieve this through meaningful partnerships and a shared vision rooted in trust, transparency, and proactive engagement. We are committed to actively recruiting qualified and community-minded individuals for both Uniform and Auxiliary positions. Our recruitment efforts will focus on identifying suitable candidates from within our local communities, ensuring our team reflects the values, diversity, and unique character of the region we serve. By fostering opportunities for public service, we aim to empower residents to contribute meaningfully to the safety and well-being of their communities.

COMMITMENTS	ACTIONS	OUTCOMES
Increase community engagement and strengthen community relationships through enhanced communication and information sharing.	Increase community engagement through enhanced presentations, outreach, and information sharing. Led by our Community Engagement Officer (CEO), this effort will build trust and stronger relationships by mentoring staff, promoting transparent communication, and supporting meaningful connections with the public and local partners.	Increased number of community engagements and local level communications, resulting in positive feedback from community members about transparency and accessibility of information. Increase involvement at community events and festivals across Haliburton County. Increase engagement with the public on foot patrols, which provides opportunities for the community to engage with police officers to hear about their experiences and concerns with emerging crime trends and to provide feedback about policing in their community.
Strengthen relationships with local youth by providing structured and unstructured youth programming, delivering information about topics that impact youth, and prioritizing partnerships with local youth-focused organizations.	Leveraging the leadership of the CEO, this strategy focuses on enhancing youth engagement through both structured and informal programming. It includes coordinating impactful presentations, mentoring officers in effective engagement techniques, and strengthening partnerships with youth-focused	Increased partnerships, initiatives, engagements, and presentations with and for youth, resulting in positive feedback and outcomes for youth-related interactions with police.

	organizations. A key component is increasing officer presence in schools through regular visits and participation in school events, as well as fostering trust by attending informal youth gatherings. These efforts aim to build meaningful relationships and position officers as trusted mentors and role models within the community.	
Actively seek out, identify and engage members of the public who may be interested in pursuing a career in policing, either as regular uniformed officers or as volunteers within the detachment's Auxiliary Unit.	Leverage the CEO to lead targeted recruitment efforts by identifying and engaging individuals interested in policing careers. This includes promoting opportunities within the Auxiliary Unit, mentoring officers to support recruitment conversations, and increasing outreach during community events and informal interactions to encourage public involvement. Engage with local high schools to identify and inspire students who may be interested in pursuing a career in policing. This initiative is part of our broader commitment to community-based recruitment and long-term workforce development. Enhance community engagement by encouraging officers to actively participate in local events and initiatives, such as the Law Enforcement Torch run and similar community-based programs. This involvement fosters positive relationships, builds public trust, and reinforces the role of	Increased public interest in policing careers and volunteer roles is being supported through proactive outreach and officer mentorship, resulting in a more diverse and locally engaged applicant pool. By leveraging detachment outreach, we aim to boost applications from Haliburton County residents and strengthen representation from within the community.

	law enforcement as an integral part of the community.	
Strengthen a culture of wellness that supports the physical and mental health of personnel through access to peer support, mental health resources, and tailored programs. Proactive engagement, leadership support, and education help reduce stigma, encourage early intervention, and foster a supportive workplace.	Leverage leadership and members within the detachment to strengthen a culture of wellness by promoting access to peer support, mental health resources, and tailored wellness programs. Promote proactive engagement, mentor staff, and provide education to reduce stigma, encourage early intervention, and foster a supportive workplace.	By prioritizing wellness, officers can engage more effectively and compassionately with the communities they serve, leading to improved public trust, stronger relationships, and enhanced service delivery.
Enhance partnerships with local service providers to best support calls for service related to mental health, substance use and addictions, persons with disabilities, persons experiencing homelessness, and other factors that may contribute to increased victimization.	Leverage the CEO, Mobile Crisis Response Team (MCRT), and detachment members to enhance partnerships with local service providers that support calls related to mental health, substance use, addictions, disabilities, homelessness, and other factors contributing to victimization. This includes proactive collaboration, joint training, and coordinated response planning. Committed to the continued support and development of the Mobile Crisis Response Team (MCRT), in partnership with the Canadian Mental Health Association (CMHA) and Haliburton Highlands Health Services (HHHS). Continued partnership with the Community Safety and Well-Being Committee to focus on prevention and early intervention by tackling social issues like poverty, mental health, addiction, and housing insecurity. Police alone cannot	Clearly defined roles and responsibilities with relevant service providers, resulting in decreased victimization and increased support of vulnerable community members by the most appropriate agency. Strengthened partnerships will lead to better outcomes for those in crisis and foster greater trust between police and the communities we serve. MCRT engaging with partners such as CMHA, HHHS and CSWB will assist individuals suffering from mental health and addiction challenges in obtaining timely and appropriate services. This collaborative approach will reduce repeat calls for service, lessen the strain on frontline officers, and ensure individuals in crisis receive the care and support they need.

	resolve these systemic challenges, but partnerships with CSWB allow for coordinated responses that reduce calls for service and repeat incidents	
Implement strategies to reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This commitment reflects our dedication to human rights and equity, ensuring all individuals feel protected, respected, and supported within our area.	Leverage leadership and members within detachment to implement strategies that reduce gender-based violence and hate-motivated crimes through targeted enforcement, education, and community engagement. This includes enhancing partnerships with local organizations, increasing data-driven patrols and initiatives based on analysis and community input, and promoting trauma-informed approaches to support victims.	Increased number of data-driven patrols and initiatives—guided by analysis and community input—will result in a safer, more inclusive community where individuals feel protected, respected, and supported.

OUR VISION

Safe Communities...
A Secure Ontario

OUR MISSION

To serve our province by
protecting its citizens,
upholding the law
and preserving
public safety.

OUR VALUES

Serving with
PRIDE,
PROFESSIONALISM
& **HONOUR**

Interacting with
RESPECT,
COMPASSION
& **FAIRNESS**

Leading with
INTEGRITY,
HONESTY
& **COURAGE**



CONTACT THE OPP

Know your location - be ready to describe the situation and your location. Look for addresses, landmarks and buildings that may help identify your location.

REACH THE OPP BY PHONE

- Call 9-1-1 if there is an immediate risk to someone's life or property
 - to stop or report a crime in progress
 - to report a fire
 - to report a life-threatening medical emergency
 - Don't hang up, stay on the line
- To report non-life-threatening incidents that require a police response, use the non-emergency line (1-888-310-1122) or go to opp.ca/reporting
- TTY 1-888-310-1133 or agent 511 for registered subscribers may be used for individuals in the Deaf, Hard of Hearing and Speech Impaired (DHHSI) community to contact police
- For all administrative inquiries or to schedule an appointment, find contact information for your local detachment at opp.ca/detachments

PROVIDE AN ANONYMOUS TIP

- Call Crime Stoppers at 1-800-222-8477 (TIPS) or visit www.crimestoppers.ca

REPORT AN INCIDENT ONLINE

- The OPP offers online reporting for minor, non-emergency occurrences in areas of OPP jurisdiction. opp.ca/reporting allows you to submit a report without visiting or calling.
- Use the online reporting tool for:
 - Theft Under \$5,000
 - Mischief / Damage to Property Under \$5,000
 - Mischief / Damage to Vehicle Under \$5,000
 - Theft from Vehicle Under \$5,000
 - Lost / Missing Property Under \$5,000, including a licence plate(s) or validation sticker(s)
 - Driving Complaints

If you are reporting an emergency, call 9-1-1.

#KNOWWHENTOCALL

9-1-1 is for emergencies only: If there is an immediate risk to someone's life or property.

- ✓ a crime in progress
- ✓ a fire
- ✓ a life-threatening medical emergency

Dialed 9-1-1 accidentally? #Be911Ready. Don't hang up, stay on the line and speak with an OPP Communicator to confirm there's no emergency.

The misuse of 911 ties up emergency lines, communicators and officers, which can result in a slower response to a real emergency and risks the safety of people who may need urgent help.

It is against the law to call 9-1-1 as a joke. Prank 9-1-1 calls can be dangerous and waste valuable emergency resources.

ACTION PLAN

HALIBURTON HIGHLANDS DETACHMENT

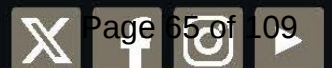
2026-2029

12598 Hwy 35
Minden, ON

K0M 2K0

Tel: 705-286-1431
Fax: 705-286-4532

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**2026 Haliburton Highlands OPP Detachment Board Meeting Schedule
(Tentative)**

Wednesday, January 28, 2026, at 1:00 p.m.

Wednesday, March 25, 2026, at 1:00 p.m.

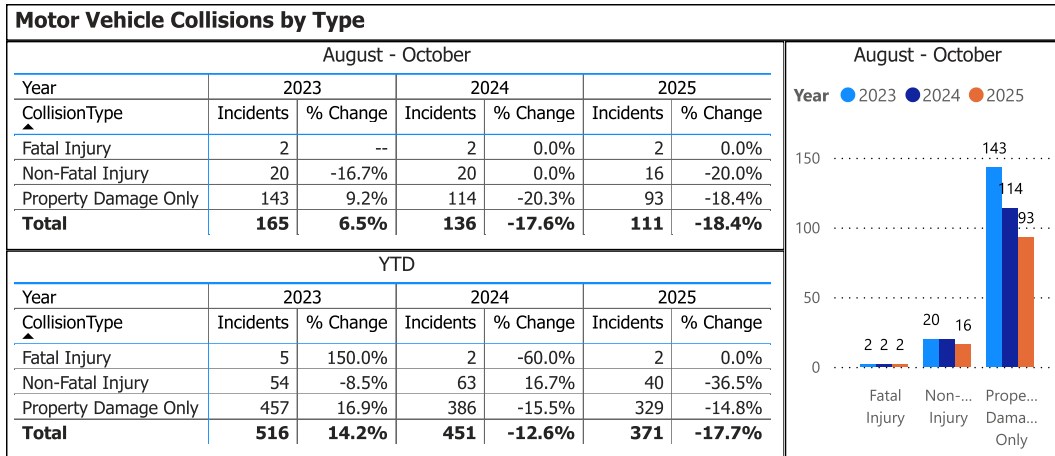
Wednesday, May 27, 2026, at 1:00 p.m.

Wednesday, July 22, 2026, at 1:00 p.m.

Wednesday, September 23, 2026, at 1:00 p.m.

Wednesday, November 25, 2026, at 1:00 p.m.

OPP Detachment Board Report Collision Reporting System August - October 2025



Data source (Collision Reporting System) date:
07-Nov-2025

Detachment: 1E - HALIBURTON HIGHLANDS
Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL
Data source date:
07-Nov-2025

Report Generated on:
07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Collision Reporting System August - October 2025

Fatalities in Detachment Area - Incidents									
August - October									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	1	--	0	0	--	1	1	--
2024	0	0	-100.0%	0	0	--	1	2	100.0%
2025	0	1	--	0	0	--	0	1	-50.0%

YTD									
Type	Motor Vehicle			Motorized Snow Vehicle			Off-Road Vehicle		
Year	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change	Alcohol/Drugs	Incidents	% Change
2023	0	1	0.0%	1	1	0.0%	2	3	--
2024	0	0	-100.0%	0	0	-100.0%	1	2	-33.3%
2025	0	1	--	0	0	--	0	1	-50.0%

Fatalities in Detachment Area - Persons Killed									
August - October									
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle				
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change			
2023	1	--	0	--	1	--			
2024	0	-100.0%	0	--	2	100.0%			
2025	2	--	0	--	1	-50.0%			

YTD									
Type	Motor Vehicle		Motorized Snow Vehicle		Off-Road Vehicle				
Year	Persons Killed	% Change	Persons Killed	% Change	Persons Killed	% Change			
2023	1	-50.0%	1	0.0%	3	--			
2024	0	-100.0%	0	-100.0%	2	-33.3%			
2025	2	--	0	--	1	-50.0%			

| Primary Causal Factors in Fatal Motor Vehicle Collisions | | | | | | | | | |

August - October				YTD			
	2023	2024	2025		2023	2024	2025
Speeding	0	1	0	Speeding	1	1	0
Speeding % Change	--	--	-100.0%	Speeding % Change	0.0%	0.0%	-100.0%
Distracted	0	0	0	Distracted	0	0	0
Distracted % Change	--	--	--	Distracted % Change	-100.0%	--	--
Alcohol/Drugs	1	1	0	Alcohol/Drugs	3	1	0
Alcohol/Drugs % Change	--	0.0%	-100.0%	Alcohol/Drugs % Change	--	-66.7%	-100.0%
Wildlife	0	0	0	Wildlife	0	0	0
Wildlife % Change	--	--	--	Wildlife % Change	--	--	--
NoSeatbelt	0	0	0	NoSeatbeltYTD	0	0	0
NoSeatbelt YoY%	--	--	--	NoSeatbeltYTD YoY%	--	--	--

August - October									
Speeding Distracted Alcohol/Drugs Wildlife NoSeatbelt									

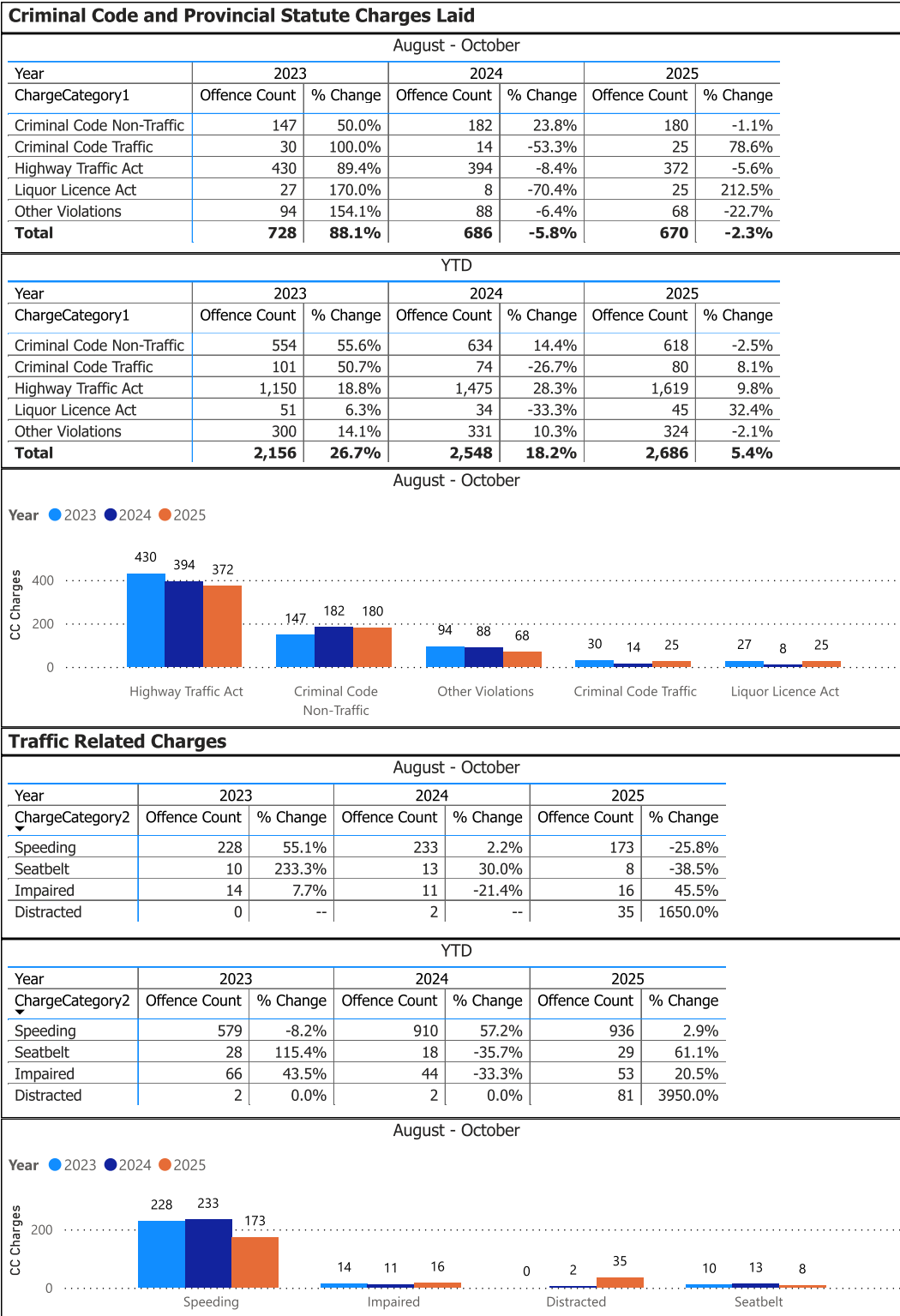
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Area(s): ALL
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07-Nov-2025

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OPP Detachment Board Report Records Management System August - October 2025



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Area(s): ALL

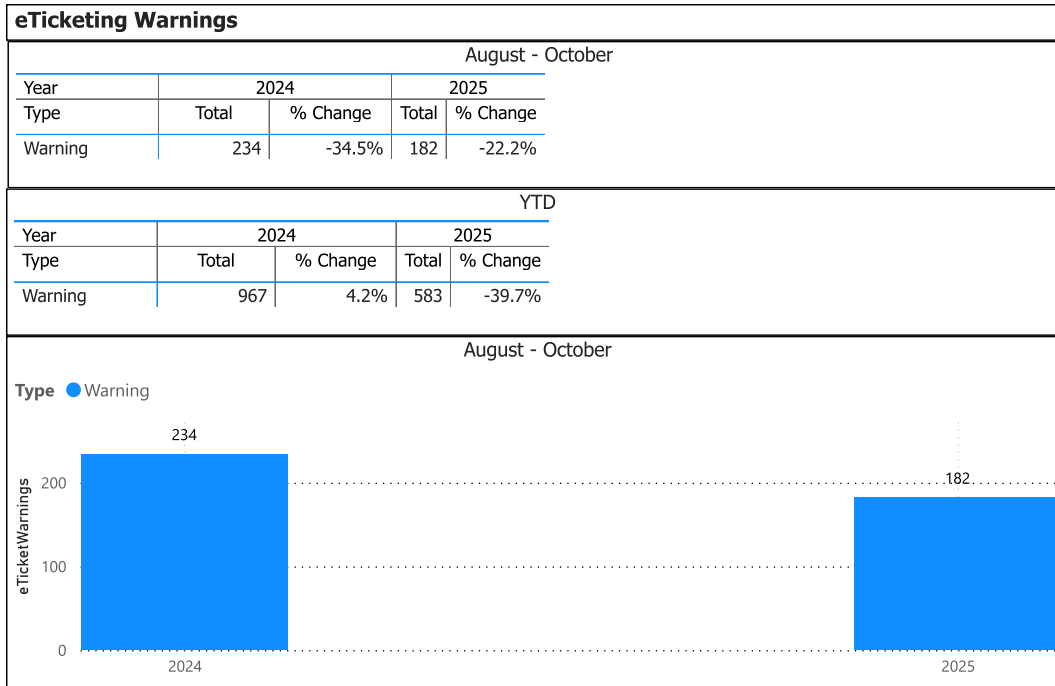
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07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Records Management System August - October 2025



Note: The eTicketing system was not fully implemented until the end of 2022, therefore data is only available beginning in 2023. % Change in 2023 may appear higher in this report due to the incomplete 2022 data.

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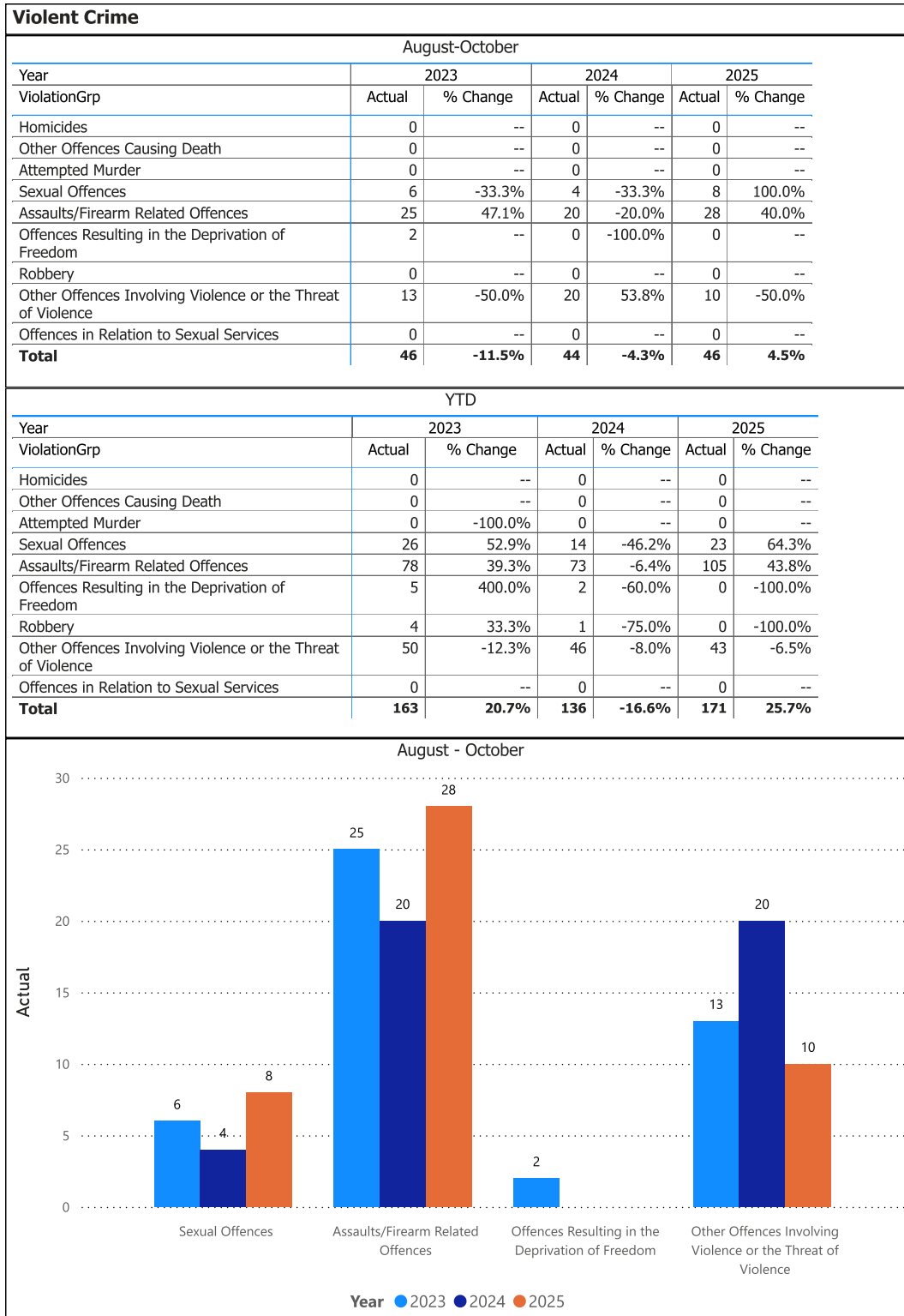
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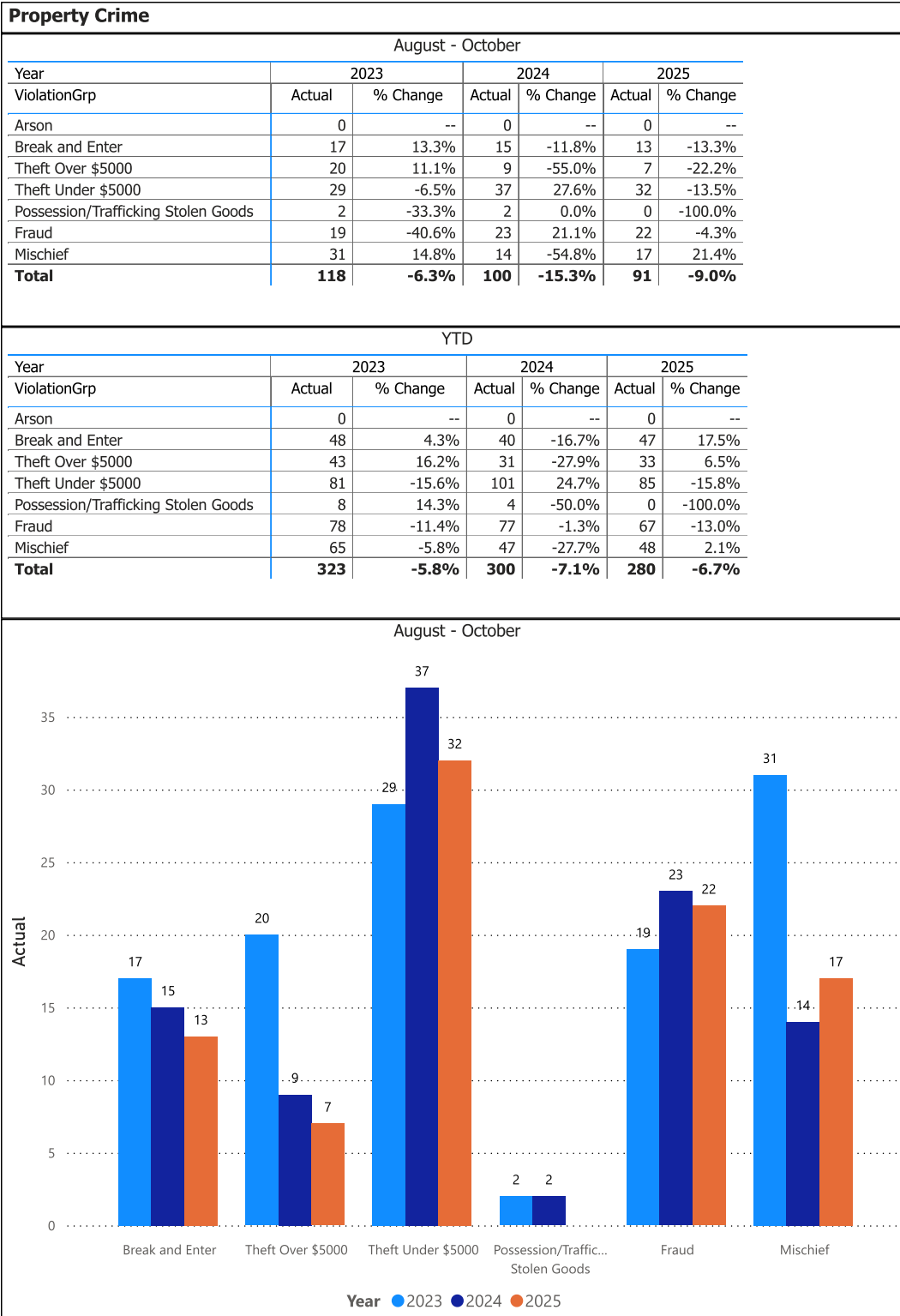
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OPP Detachment Board Report Records Management System August - October 2025



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Area(s): ALL

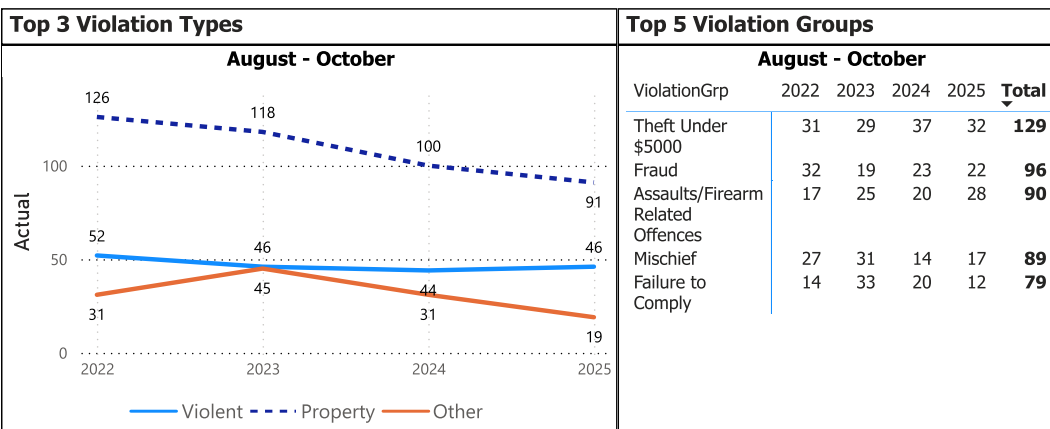
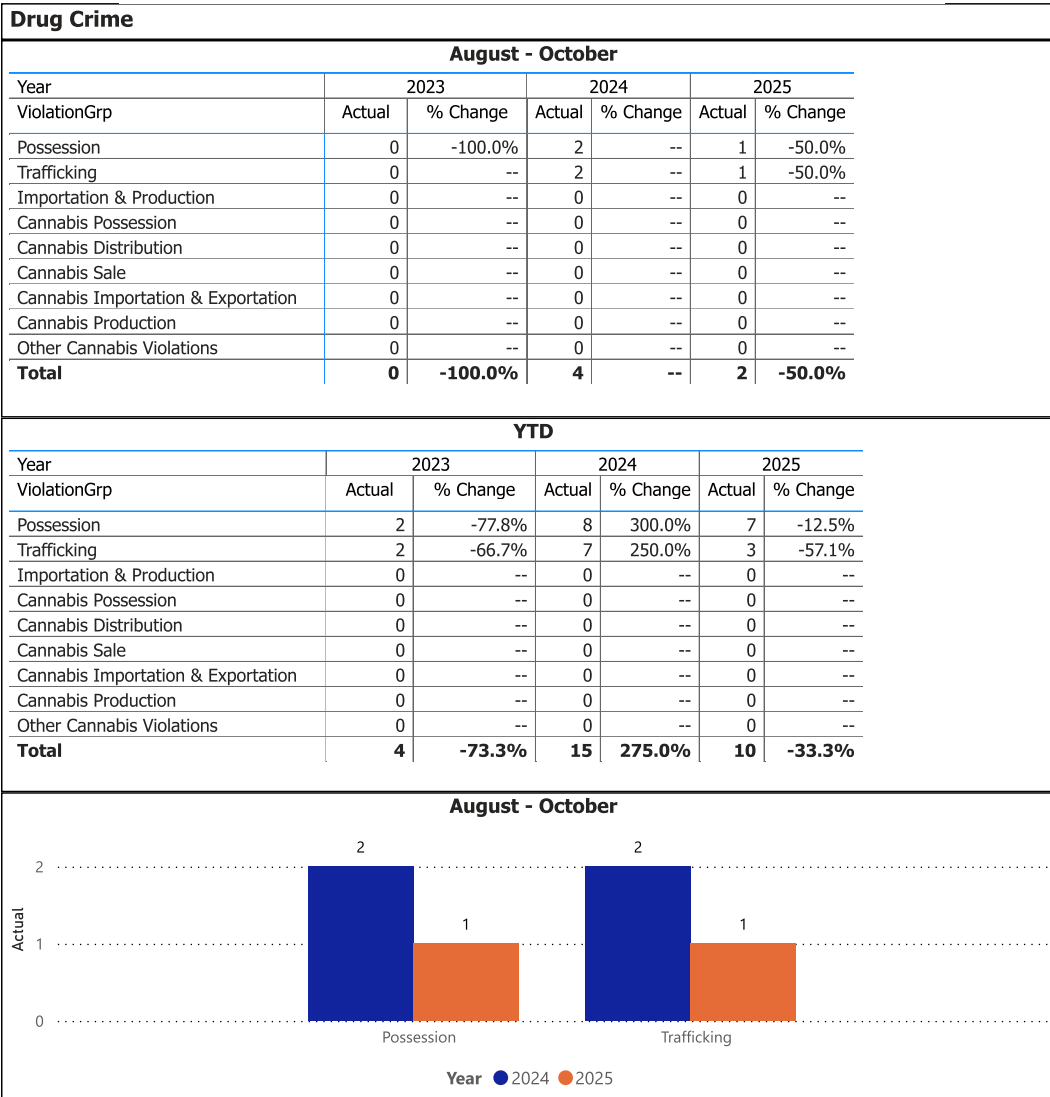
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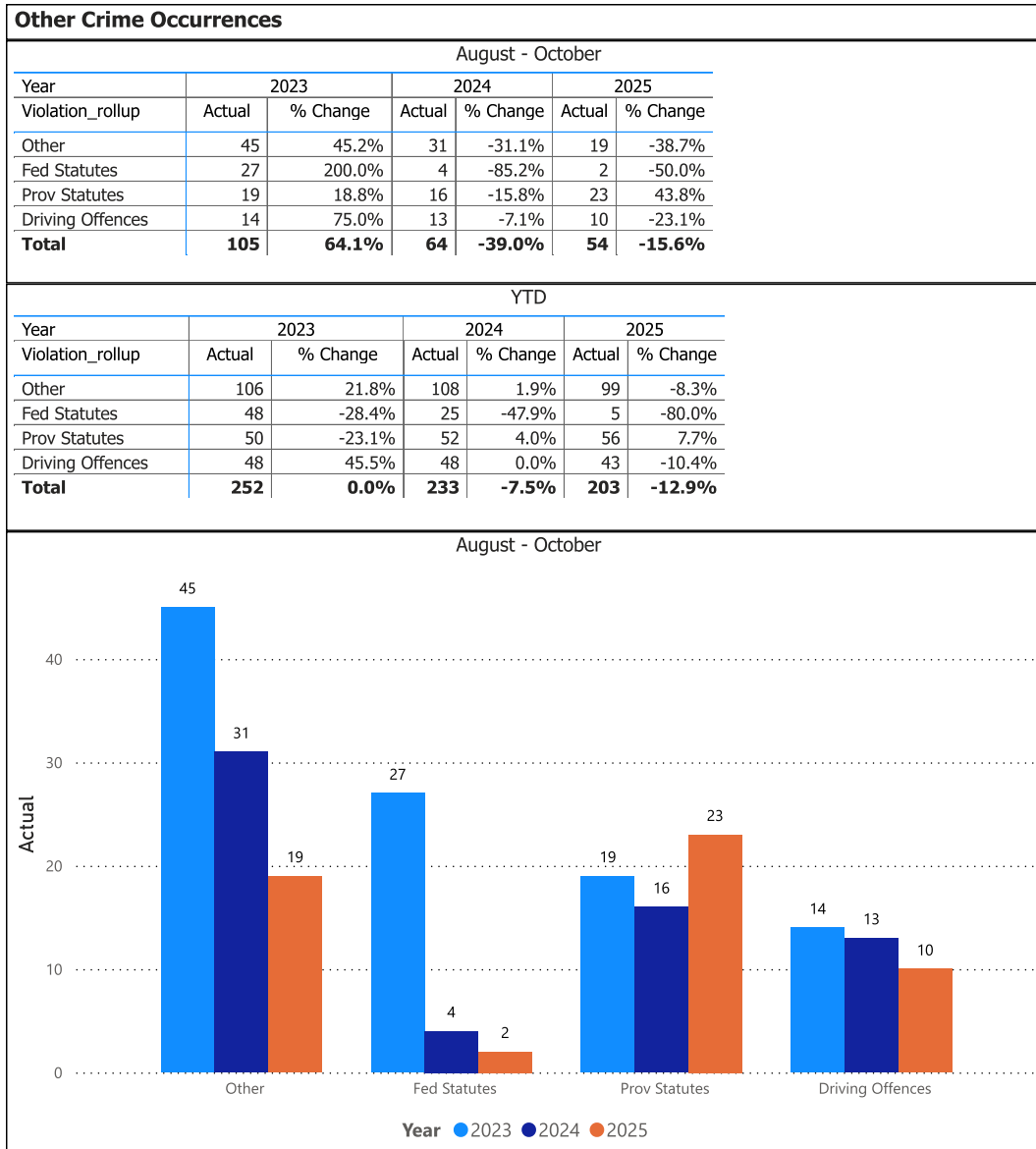
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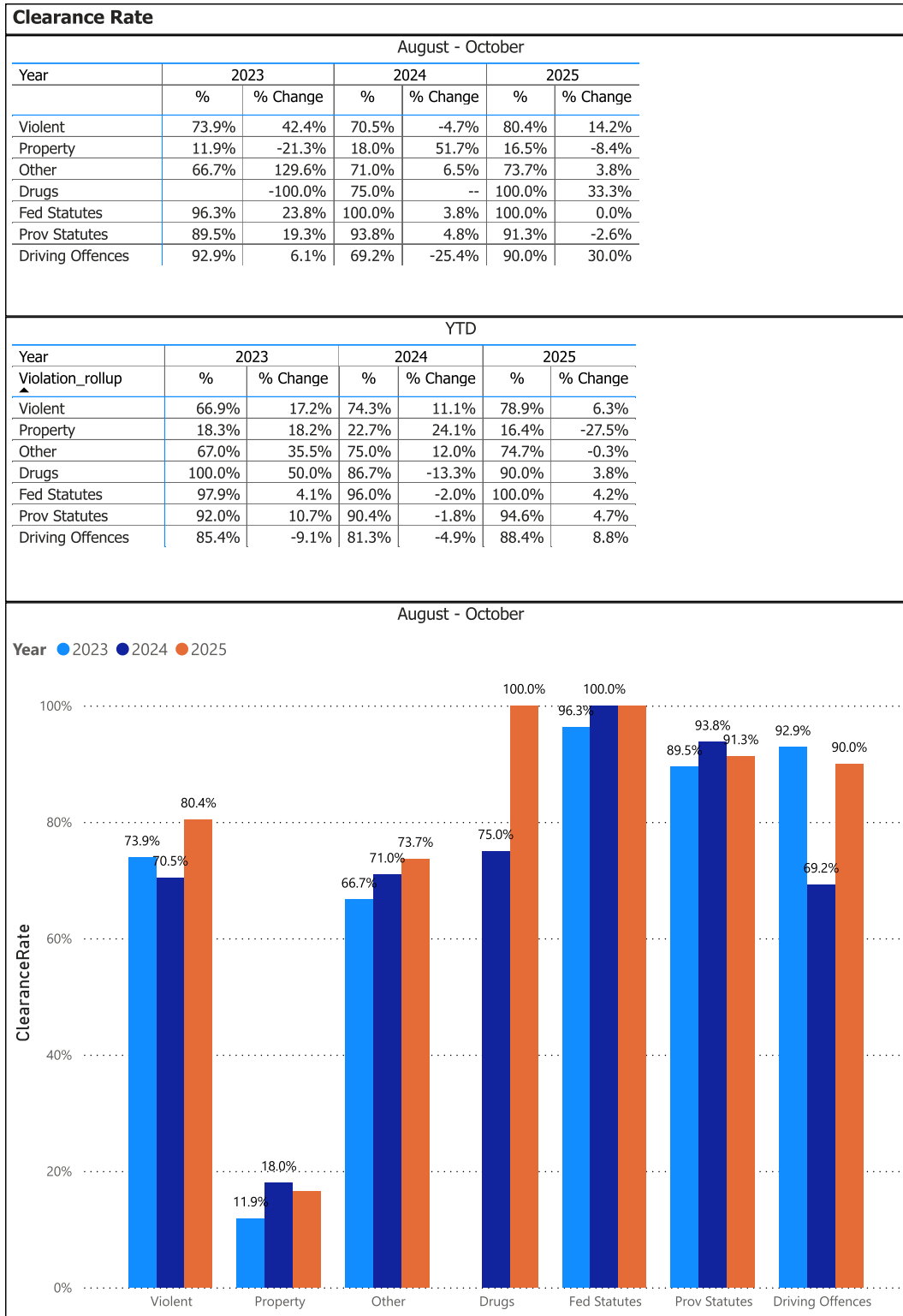


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Area(s): ALL
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07-Nov-2025

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OPP Detachment Board Report Records Management System August - October 2025



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Area(s): ALL

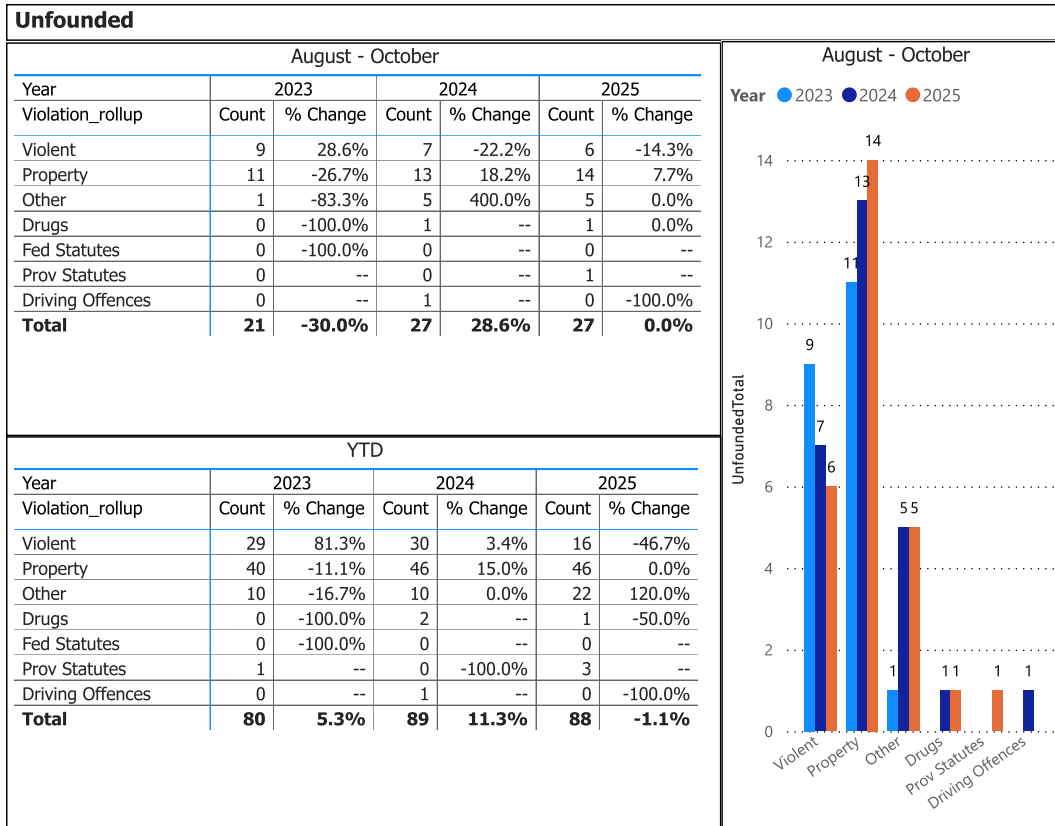
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Area(s): ALL

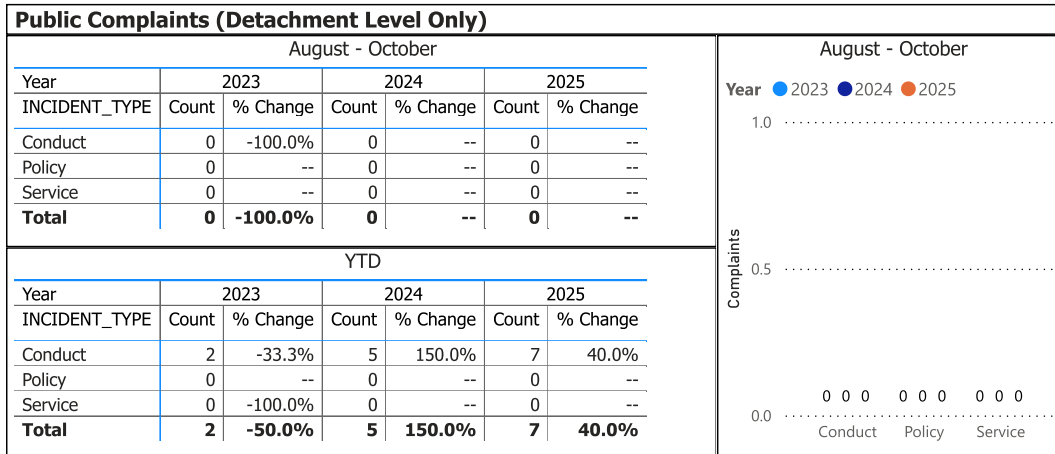
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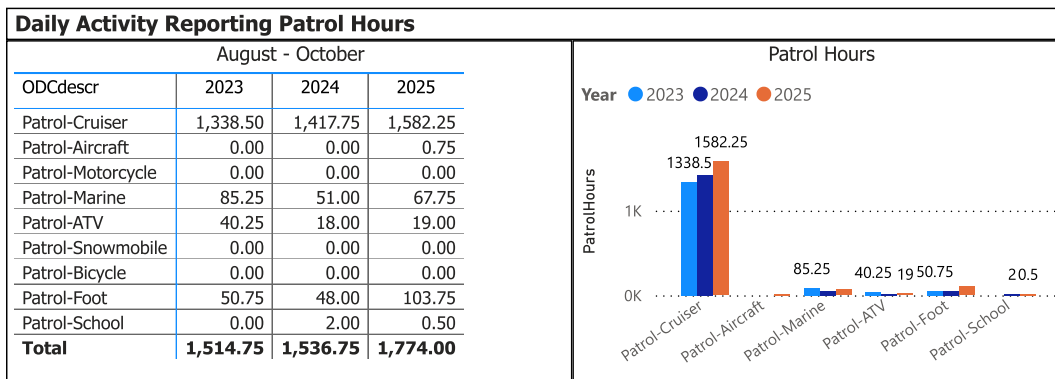
Data source: RMS Data Feed

Ontario Provincial Police, Professional Standards Bureau Commander Reports - File Manager System

Data source date:

07-Nov-2025

Daily Activity Reporting



Data source (Daily Activity Reporting System) date:

07-Nov-2025

Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

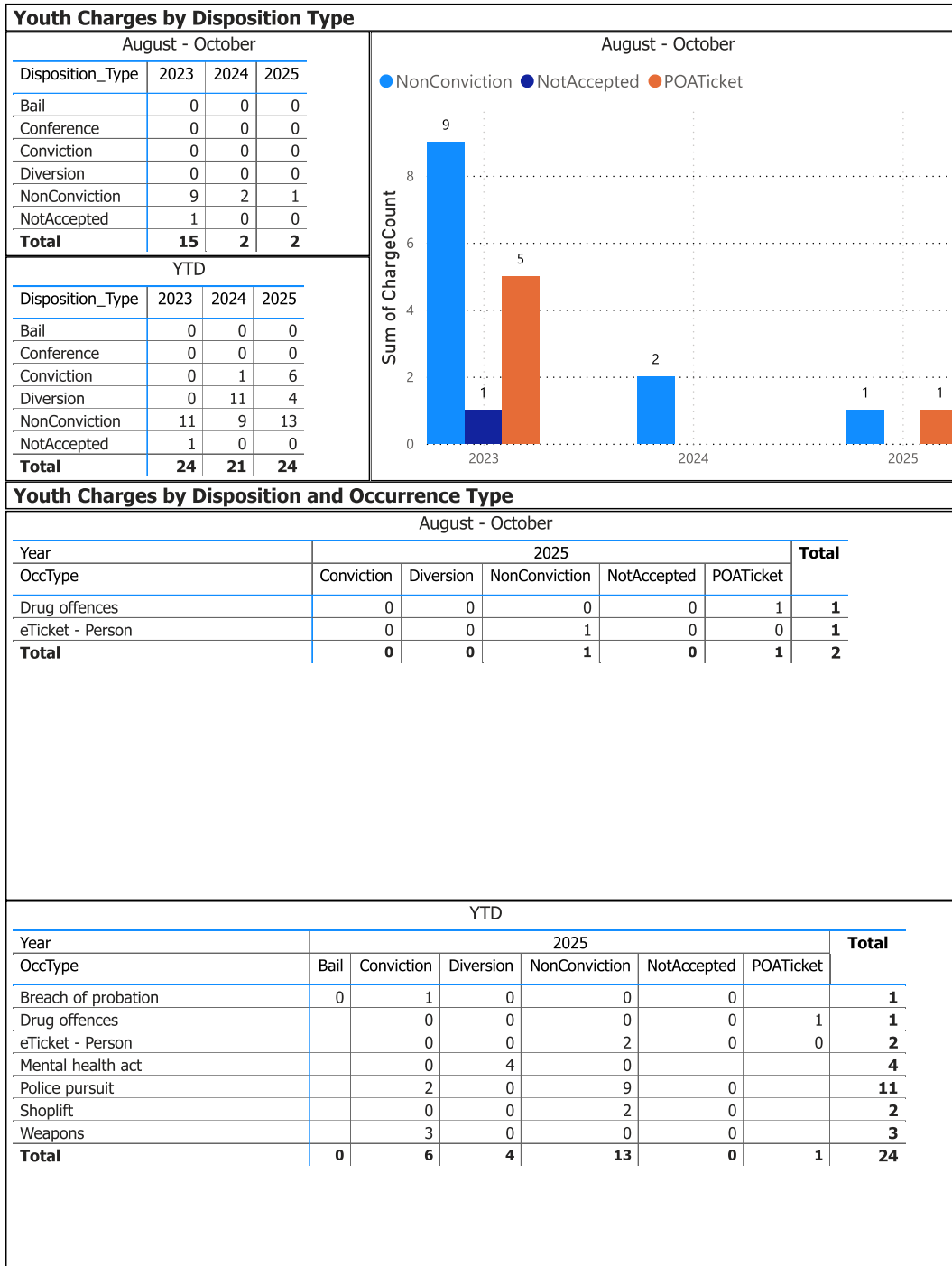
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07-Nov-2025

Report Generated on:

07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Records Management System August - October 2025



The tables and chart on this page present summarized youth charges by disposition and occurrence type that have been recorded in the OPP Niche RMS application. Of note... the Niche data sourced for this report page only lists youth charges that have had a disposition type entered against them. Therefore, please be aware that the counts of youth charges entries on this report page are under stating the potential sum of youth charges that are in OPP Niche RMS.

Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL

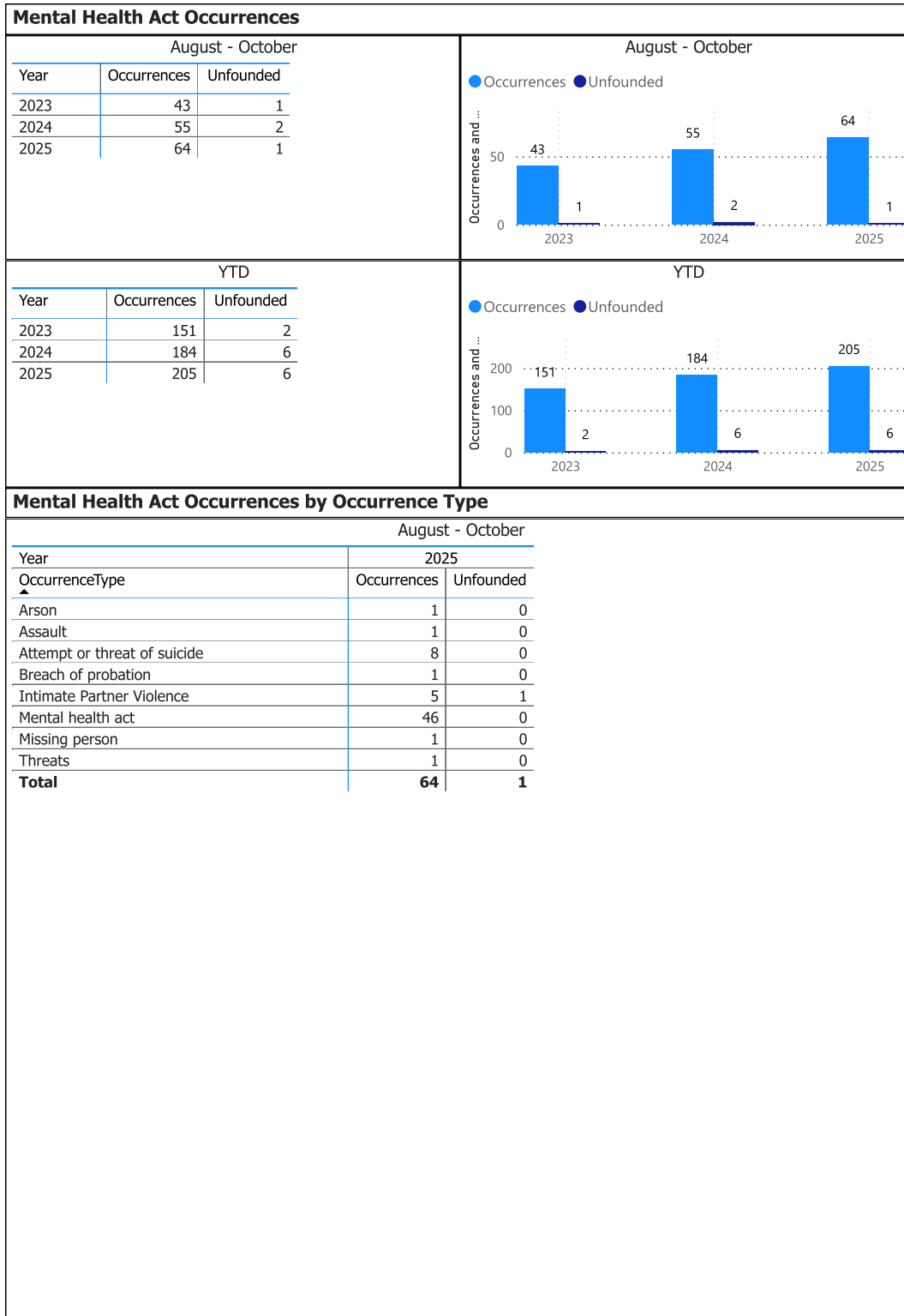
Data source date:

07-Nov-2025

Report Generated on:

07-Nov-2025 3:52:31 PM

OPP Detachment Board Report Records Management System August - October 2025



Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL

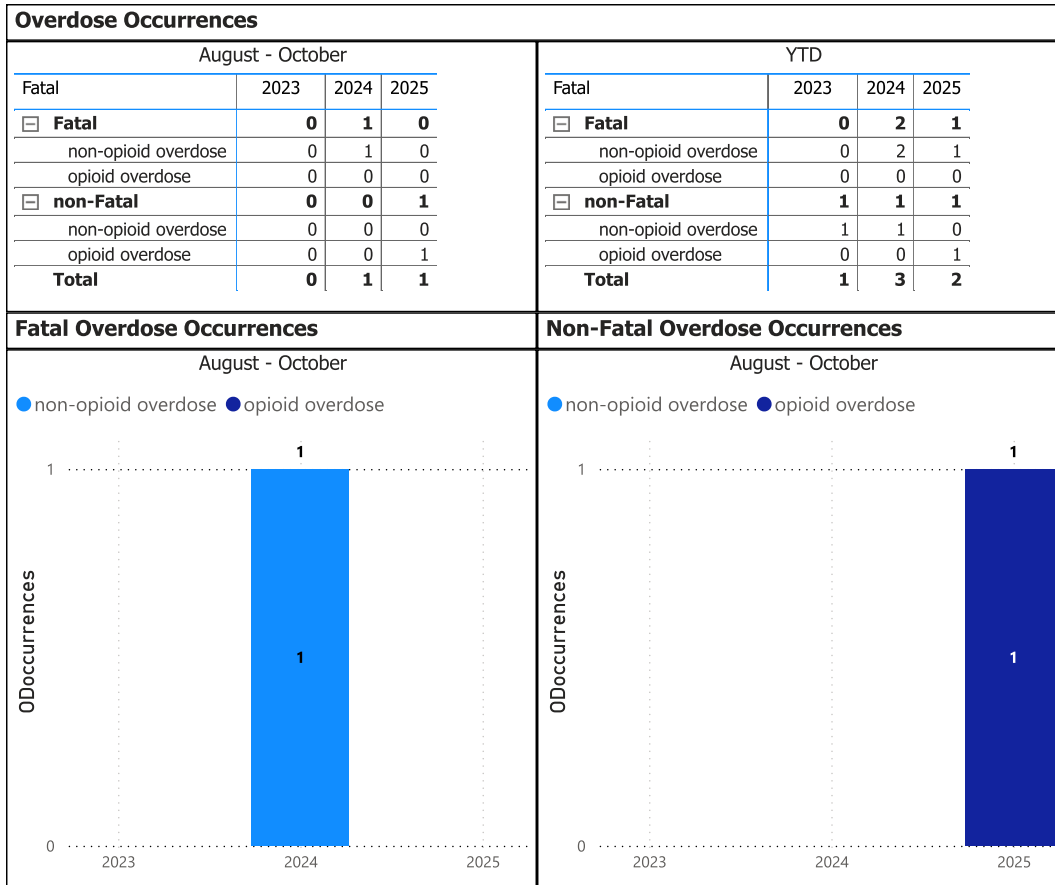
Data source date:

07-Nov-2025

Report Generated on:

07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Records Management System August - October 2025

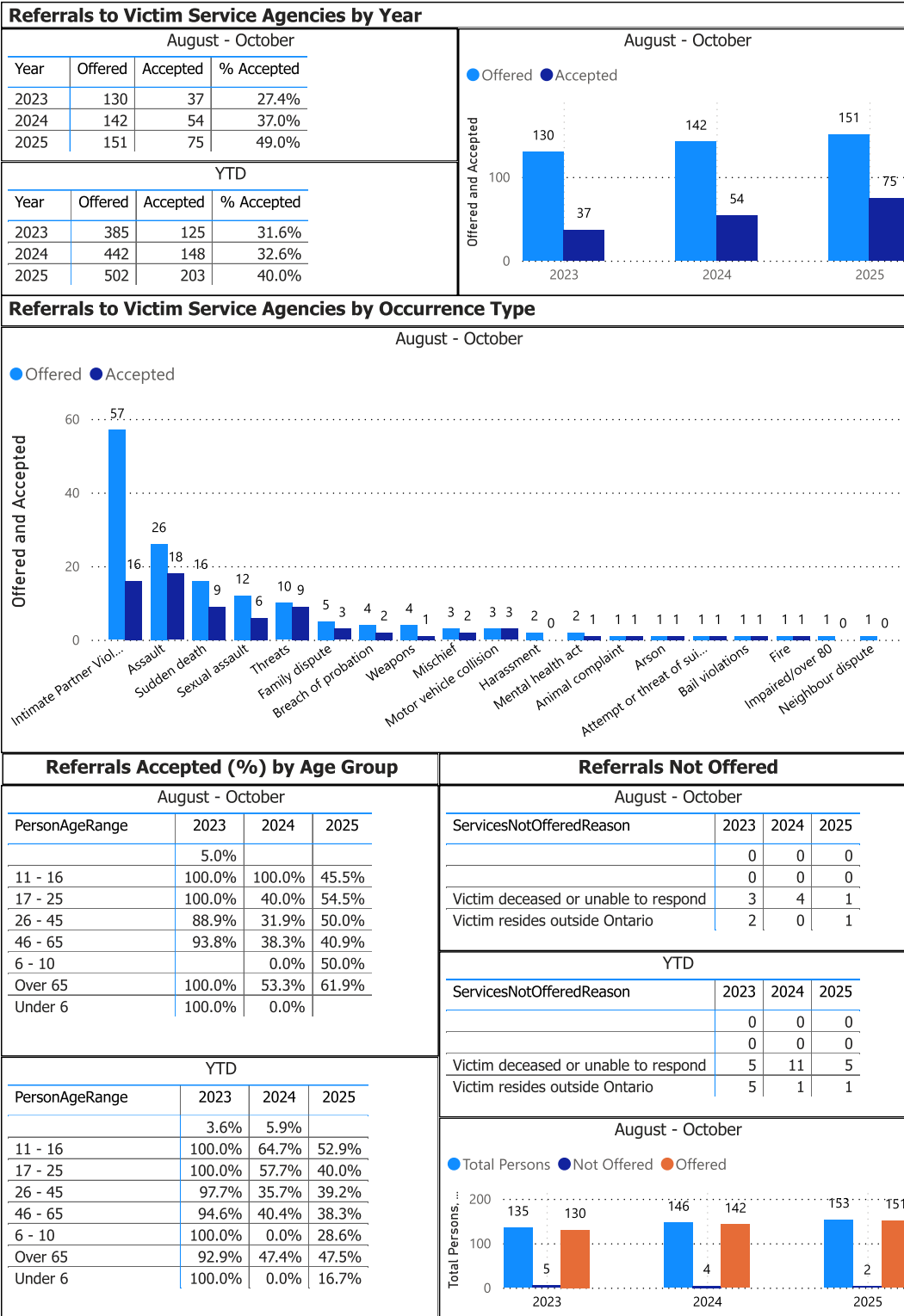


Detachment: 1E - HALIBURTON HIGHLANDS
Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL
Data source date:
07-Nov-2025

Report Generated on:
07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Records Management System August - October 2025



Detachment: 1E - HALIBURTON HIGHLANDS

Location code(s): 1E00 - HALIBURTON HIGHLANDS

Area(s): ALL

Data source date:

07-Nov-2025

Report Generated on:

07-Nov-2025 3:49:52 PM

OPP Detachment Board Report Report Information Page

Report Data Source Information:

Data Sources Utilized

- Niche RMS – CTSB Data Feed
- Collision Reporting System (eCRS)
- POIB File Manager
- Daily Activity Reporting System

Niche RMS

RMS data presented in this report is dynamic in nature and any numbers may change over time as the OPP continue to investigate and solve crime.

The following report tabs acquire their data from the OPP Niche RMS – CTSB Data Feed

- Complaints (Public Complaints Section Only)
- Charges
- Warnings
- Violent Crime
- Property Crime
- Drug Crime
- Clearance Rate
- Unfounded
- Other Crime
- Youth Charges
- MHA – Mental Health Act
- Overdose
- Victim Services

Collision Reporting System (eCRS)

Traffic related data for Collisions and Fatalities are collected from the OPP eCRS application.

The following report tabs acquire their data from the OPP eCRS (Collision Reporting System)

- Collisions
- Fatalities

DAR (Daily Activity Reporting)

Patrol hours are collected from the OPP DAR application.

The following report tabs acquire their data from the OPP DAR (Daily Activity Reporting)

- Complaints (Patrol Hours Section Only)

Haliburton Highlands OPP

Media Releases

August -November

2025



Media Stats

Social Media Posts

15 Releases



Ontario Provincial Police
News Release Portal

7 Releases

HIGHLIGHT POST
Facebook shares: 56

HALIBURTON HIGHLANDS OPP
SEEKING PUBLIC ASSISTANCE
TO IDENTIFY BREAK AND
ENTER SUSPECT



International Overdose Awareness day



opp_centralregion International Overdose Awareness Day –
Haliburton Highlands Ontario Provincial Police ♥

Behind every overdose statistic is a real person, a parent, child,
partner, or friend whose loss leaves a lasting impact.

Today at Village Barn Space, the community came together to
honour those lives and confront the stigma surrounding
overdose deaths. Organized by the HKPR District Health Unit,
John Howard Society of Kawartha Lakes & Haliburton, and other
dedicated partners, the event marked International Overdose
Awareness Day with compassion, remembrance, and hope.

Thank you to everyone who participated and helped make a
difference. ^ra

Women in Policing

National Police Woman Day



Thank you for your service

opp_centralregion

opp_centralregion National Women in Policing Day 🇺🇸

Today, we proudly recognize and celebrate the incredible women who serve in policing — especially those here in the Haliburton Highlands and across the Ontario Provincial Police.

Your dedication, courage, and leadership make a lasting impact in our communities every day. Whether you're on the front lines, behind the scenes, or just beginning your journey in law enforcement, your contributions are vital and deeply appreciated.

To all the women in policing thank you for your service, your strength, and your commitment to keeping our communities safe. 💙 ^ra

[View insights](#) [Boost post](#)

122 likes
September 12

Golfing for Charity



Haliburton Highlands
Golfing for Charity



 opp_centralregion

 opp_centralregion OPP Members Tee Off for a Cause! 🏌️

Thursday, September 18th, several members of the Ontario Provincial Police proudly participated in the Youth Unlimited Golf Benefit Tournament at the Haliburton Highlands Golf Club. It was a fantastic morning of golf, camaraderie, and community spirit all in support of Haliburton Youth Unlimited's incredible work with local youth.

The event brought together passionate individuals and organizations, including proud sponsor Vickery Electric, to make a meaningful impact. OPP members were honoured to contribute to such a positive initiative and connect with the community in a fun and meaningful way.

Thank you to the sponsors and everyone who came out to

[View insights](#)[Boost post](#)



35 likes
September 22

Major MVC in October



Ontario Provincial Police - Central Region

Published by Joe Brisebois ·
October 16 at 3:20 PM ·

(TOWNSHIP OF MINDEN HILLS, ON) – The Haliburton Highlands Detachment of the Ontario Provincial Police (OPP) is investigating a three-vehicle collision on Highway 35 near Humphrey Road in the Township of Minden Hills.

On Wednesday, October 15, 2025, at approximately 5:20 p.m., members of the Haliburton Highlands OPP Detachment responded to a serious collision involving three motor vehicles. One driver and lone occupant of a vehicle was transported to a Toronto-area trauma center by Air ORNGE with life-threatening injuries. The driver and lone occupant of the second vehicle was transported by EMS Paramedics to a local hospital for minor injuries. The driver of the third vehicle and their passenger were not injured as a result of the collision.

The OPP Traffic Incident Management Enforcement (TIME) team was called in to assist with the ongoing investigation. The highway was closed for several hours but has since been re-opened and cleared of debris.

Anyone who may have witnessed the collision or has dashcam footage from the area at the time of the incident is asked to contact the Haliburton Highlands OPP at 1-888-310-1122. To remain anonymous, tips can be submitted to Crime Stoppers at 1-800-222-8477 (TIPS) or online at www.khcrimestoppers.ca. When you contact Crime Stoppers, you stay anonymous, and you never have to testify in court. ^ra

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Facebook @OPPCentralRegion [See less](#)

Seeking Public Assistance



opp_centralregion UPDATE #1 OPP INVESTIGATING BREAK AND ENTER TO A BUSINESS IN HALIBURTON

UPDATE #1: Suspect has been located and arrested earlier today by the Haliburton Highlands Ontario Provincial Police. Suspect will remain in custody and will be held for bail. Investigation is currently ongoing.

#HaliburtonHighlandsOPP is investigating a break-and-enter at a cannabis shop located on Highland Street, in the early hours of Tuesday, October 28th. An unknown individual was seen on camera stealing cash and cannabis products.

Police are looking to identify the person captured on this security footage.

Initial Post

HALIBURTON HIGHLANDS OPP
SEEKING PUBLIC ASSISTANCE
TO IDENTIFY BREAK AND
ENTER SUSPECT



Update Post

HALIBURTON HIGHLANDS OPP
SEEKING PUBLIC ASSISTANCE
TO IDENTIFY BREAK AND
ENTER SUSPECT



Seeking Public Assistance

HALIBURTON HIGHLANDS OPP SEEKING PUBLIC ASSISTANCE TO IDENTIFY BREAK AND ENTER SUSPECT



opp_centralregion HALIBURTON HIGHLANDS OPP LOOKING TO IDENTIFY A SUSPECT

Sometime overnight between October 27 and October 28, 2025, a suspect attempted to break into a cannabis store located on Bobcaygeon Road in Minden. During the same time period, the suspect also broke into a vehicle that was parked overnight and stole various items from inside.

Police are actively conducting an ongoing investigation and are appealing to the public for assistance. Anyone with relevant information is urged to contact the Haliburton Highlands OPP at 1-888-310-1122.

Should you wish to remain anonymous, you may call Crime Stoppers at 1-800-222-TIPS (8477) or online at www.khcrimestoppers.com where you may be eligible to receive a cash reward of up to \$2000. ^ra

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#HHOPP #HaliburtonHighlands

Edited · 6d



Ontario Provincial Police - Central Region

Sep 20 ·

#HaliburtonHighlands OPP are investigating several break and enters in downtown Haliburton reported early on September 20, 2025. Cash was stolen from local businesses and attempts were made to enter four separate locations.

Police are seeking to identify the individual involved and have released images. If you have information, contact Haliburton Highlands OPP at 705-286-1431 or 1-888-310-1122. Reference: E251281868.

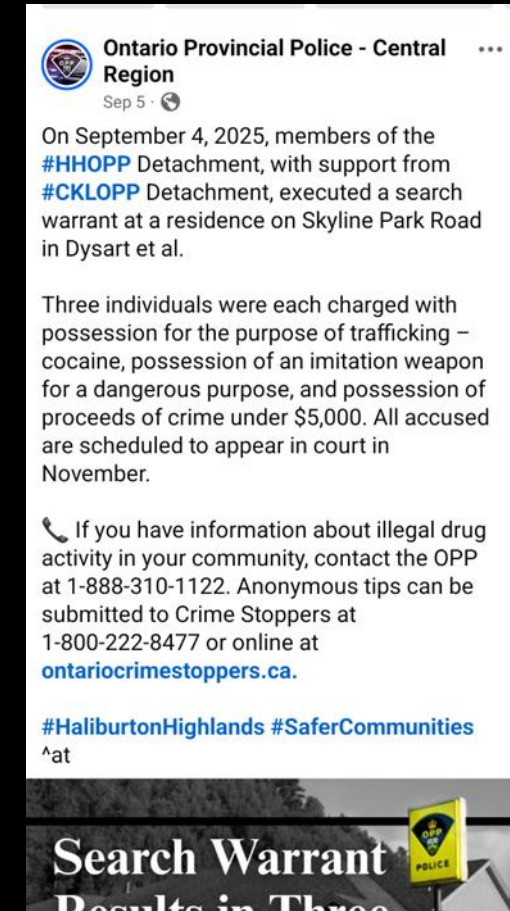
To remain anonymous, call Crime Stoppers at 1-800-222-8477 or visit ontariocrimestoppers.ca. You may be eligible for a cash reward. ^h.n.



Can you identify this person?



Advisories and Updates (Facebook)



Community Engagement and Proactive Patrols (Facebook)

Ontario Provincial Police - Central Region · Sep 20 · 🌐

It's another beautiful day in the [#HaliburtonHighlands](#). Officers are out this weekend patrolling road and waterways.

Remember your safety equipment, wear your lifejacket, and don't drive, ride or boat while impaired. We hope everyone has a safe and enjoyable weekend. ^h.n.



👍❤️ 221 2 comments 9 shares

👍 Like ➦ Share

Ontario Provincial Police - Central Region · Sep 19 · 🌐

The [#HaliburtonHighlands](#) OPP had some fun today walking around the 71st annual Corduroy Enduro event in [#Gooderham](#). We look forward to a fun filled weekend of races and other events.

Please be mindful this weekend of additional traffic and riders crossing our roads and trails. Stay safe and remember to wear your helmet, drive sober and watch for pedestrians, bicycles and other motorized vehicles.

Good luck to all of the riders competing this weekend! ^h.n.



👍 Shaun David + 96 15 shares

👍 Like ➦ Share

Ontario Provincial Police - Central Region · Sep 4 · 🌐

It was a nice night in [#Gooderham](#) as the [#HaliburtonHighlands](#) OPP conducted traffic and foot patrols around town. One traffic stop and several property checks were conducted in our efforts to reduce property crime in the area.

To notify police of suspicious activity in the area, please contact the Haliburton Highlands OPP Detachment at 1-888-310-1122 or Crime Stoppers to report anonymously at 1-800-222-TIPS. ^h.n.



👍❤️ Eryka Ragot + 155 24 shares

OPP Detachment Board Start-Up Checklist

Consideration	Details	Status
Recruiting and Appointing Members of the Board	- Composition of the OPP Detachment Boards is covered in O. Reg. 135/24 - Ensure compliance to eligibility criteria in CSPA - Ensure diverse representation from the community, including marginalized groups. - Consider a skills matrix that helps identify areas of expertise of board members and gaps when recruiting. - Appointment of board members requires the Oath and acknowledgement of the Code of Conduct - All board members require Criminal Record Check	
Training and Orientation	- Training is provided by Ontario Police College (OPC) - Four modules of mandatory training are required for all board members - Module 1 – Roles and Responsibilities training is required prior to sitting on the board. - The remaining 3 modules (thematic training) completion is required within 6 months of appointment - Board Administrative staff may want to consider a method to record individual login credentials and completion status matrix to aid in compliance - Using approved application, all participants and contact details will be sent to OPC Registrars Office opc.registrar@ontario.ca - All participants will be given individual login credentials	
Operational Guidelines	Develop and implement clear operational guidelines and policies: - Term of Reference (multi community detachment boards) - Meeting notice, frequency & location - Internet (webpage) location for posting of board meeting schedule and minutes, complaints link, policies and bylaws and all other requirements within the CSPA - Review any need for a board name change, develop a by law for the name change difference from O. Reg. 135/24 - Develop policies, protocols and bylaws	

OPP Detachment Board Start-Up Checklist

	6. Develop process for Detachment Commander feedback for recruitment and annual evaluation as part of your policies and bylaw development	
Funding and Budget	Secure funding and establish a budget for the board operations. • OPP operational estimates are sent directly to municipalities within the detachment • Consider as part of the term of reference is apportioning of the board budget between multi-municipality detachments is required. • Consider costs for ongoing board development, conferences, training, public engagement meetings, travel, accommodation and per diem • Internet costs, server, IT support etc. • Indemnification insurance costs • Incidentals for meeting requirements and office supplies • Cost of board equipment (computer, printer, etc) • Board requirements for administration support costs • Board advertising costs for community and provincial rep positions and public notices	
Remuneration of Board Members	1. Remuneration is not a part of the boards budget 2. Per the CSPA, remuneration for Provincial Appointees is required 3. Determine whether other board members will require remuneration and details and criteria for requirement	
Collaboration with OPP	Establish a strong working relationship with the Ontario Provincial Police Detachment Commander • Clear understanding of OPP Commissioner Strategic Plan, diversity plan and any other relevant information for adequate & effective policing • Understand the Local Action Plan & Process • Determine whether public outreach is required • Understand the Performance Metrics to evaluate Local Action Plan and detachment's effectiveness	

OPP Detachment Board Start-Up Checklist

	Review the annual report process and whether the board will also give an annual board update; determine the reporting process and expectations for reporting for all municipalities in the detachment area	
Transparency and Accountability	Ensure all actions and decisions are transparent and Board members are held accountable.	
Ongoing Board Development	Develop mechanisms for resolving conflicts within the Board and with the community. Determine other training and skill development required for board members and plans to increase board member competency	
Documentation	Maintain thorough documentation of meetings, decisions, and policies. Determine location and process to post on internet Consider developing a document retention plan and change management plan	

OPP Detachment Board Start-Up Checklist

Detachment Board Activation Roadmap

From Appointment to Action under the Community Safety and Policing Act, 2019

Stage 1: Formation and Readiness – Getting Seated

Goal: Make sure the board is legally recognized and ready to operate.

Approximate timing: Within the first month after appointments.

Key Actions:

- Confirm that all board members have been officially appointed and meet the eligibility criteria set out in Ontario Regulation 135/24.
- Each board member must take the **Oath of Office** and complete a **Criminal Record Check**.
- Register each member for the mandatory **training provided by the Ontario Police College**.
- Keep a record of who has registered and completed each training module.
- Designate an **administrative contact person** (such as a municipal clerk or board secretary) to handle correspondence and record-keeping.
- Elect chair, vice-chair and treasurer or any other relevant positions required by the CSPA or operating procedures.

Deliverables:

- Recorded Oaths and record check confirmations
- Training registration log
- Contact list of all board members (sent to OAPSB for database)

Milestone: The board is formally established and recognized as compliant.

Stage 2: Organization and Structure – Getting Organized

Goal: Build a functional structure and establish good habits for how the board operates.

Approximate timing: Month 2 to 3.

Key Actions:

- Approve a **Terms of Reference** that defines how the board will operate, how the participating municipalities will support the board, especially for boards that include more than one municipality.
- Set a regular **meeting schedule** and identify how meetings will be publicized.
- Secure **insurance coverage** for the board.

OPP Detachment Board Start-Up Checklist

- Develop policies for handling board **budgets, expenses, and reimbursements**.
- Create a **webpage** or online section where meeting notices, minutes, and board policies, local action plans, etc. will be posted for public transparency as required by the CSPA.

Deliverables:

- Approved Terms of Reference
- Annual meeting calendar
- Budget and cost-sharing plan
- Online posting framework

Milestone: The board has structure, visibility, and operational rhythm.

Stage 3: Strategic Focus – Getting Direction

Goal: Move from organizing to influencing priorities and understanding your role in policing oversight.

Approximate timing: Month 3 to 6.

Key Actions:

- Meet with the **Detachment Commander** to discuss local policing priorities.
- Review the **provincial policing strategy** and your local Community Safety and Well-Being Plan to make sure your work aligns with both.
- Agree on what kind of **reports** the board will receive from the Detachment Commander and how often.
- Review the **Local Action Plans** that outline community priorities; understand the local action planning process, cycle and obligations for review and feedback from the board.

Deliverables:

- Draft list of board and community priorities
- Documented expectations for Commander reports
- Local Action Plan notes

Milestone: The board starts shaping direction rather than reacting to it.

Stage 4: Governance in Action – Getting Accountable

Goal: Put your oversight responsibilities into practice.

Approximate timing: Month 6 to 9.

OPP Detachment Board Start-Up Checklist

Key Actions:

- Develop a **process to evaluate the performance of the Detachment Commander** each year.
- Create clear policies for **records management, access to information, and complaints**.
- Review or develop minimum policies recommended under the CSPA and any local or best practice policies relevant for how your board operates.
- Hold your **first community update or public meeting** to demonstrate transparency.
- Participate in **regional board meetings (zone meetings) or training sessions** to learn from others.

Deliverables:

- Evaluation tools and templates
- Approved policies
- Community update summary

Milestone: The board is active, transparent, and credible.

Stage 5: Continuous Improvement – Getting Better

Goal: Strengthen performance and maintain good governance over time.

Approximate timing: Ongoing.

Key Actions:

- Conduct an **annual self-assessment** of board performance.
- Identify areas where more training or skill development is needed.
- Plan for orientation and **succession** to ensure ongoing knowledge among members.
- Maintain regular communication with the Detachment Commander and local municipal councils and community safety and well-being partners.
- Update policies and practices as laws or local needs change.

Deliverables:

- Annual self-assessment report
- Updated policies and training plan
- Annual report (due by June 30 each year)

Milestone: The board is effective, consistent, and continually improving.

OAPSB Remuneration Survey Report

Executive Summary

This report presents the results of the Ontario Association of Police Services Boards (OAPSB) Remuneration Survey, offering a snapshot of compensation practices among participating police services boards across Ontario. The findings reflect input from 18 participants, representing diverse board sizes and community populations. While not fully representative of all boards, the results reveal clear patterns in remuneration structure, administrative support, and governance maturity. Most participants receive modest annual stipends or per-meeting fees, with significant disparities linked to municipal policies, population served, and availability of administrative resources. A strong majority expressed support for a standardized provincial remuneration framework, emphasizing the need for equity, sustainability, and transparency in compensation. The conclusions highlight both structural and cultural barriers to remuneration reform and outline actionable recommendations for OAPSB advocacy and guidance.

OAPSB Remuneration Survey Report

Summary of Findings

Participation

A total of 38 responses were received from police services board participants across Ontario, representing small, medium, and large jurisdictions. The range of populations served extended from under 20,000 to over 500,000 residents. Most participating boards reported five members, while larger urban boards indicated seven or more.

Administrative Support

Approximately 70% of participants reported some form of dedicated administrative support (either part-time or full-time). Smaller rural boards often rely on municipal staff assistance, and in some cases, board members perform administrative tasks directly. Participants from larger populations typically have full-time support staff.

Remuneration Structures

All participants confirmed that remuneration is provided in some form. The most common structures were:

- Annual stipend/honorarium (70%)
- Per-meeting rate (30%)

Compensation by population:

Population Served	Typical Member Remuneration	Chair/Vice-Chair Differential
Under 20,000	\$1,000–\$4,750 per year	+\$500–\$1,000

20,001–100,000	\$2,400–\$6,000 per year or \$150–\$250 per meeting	+\$1,000–\$2,000
100,001–500,000	\$5,000–\$8,000 per year	+\$1,500–\$3,000
Over 500,000	\$8,000–\$12,500 per year	+\$2,500–\$5,000 (with large municipal Board Chair unique at \$50,000)

Expense Reimbursement

All participants indicated reimbursement for expenses such as mileage, meals, accommodation, conferences, and training. Mileage rates generally follow CRA guidelines (50–72 cents/km). Per diems range from \$65 to \$175 per day. About 30% of participants follow board-specific reimbursement policies, while the remainder follow municipal standards.

Policy Framework and Reviews

Roughly one-third of participants reported having a formal, board-specific remuneration policy. Others defer to municipal policy or lack formal documentation. Annual reviews are uncommon; most participants indicated reviews occur every three years or less frequently. Few have undertaken independent remuneration reviews, though several noted upcoming reviews tied to the Community Safety and Policing Act (CSPA).

Training, Time Commitment, and Equity

About three-quarters of participants do not receive compensation for training or professional development. Where such compensation exists, it is typically limited to Chairs or committee roles. Many participants indicated that current remuneration does not reflect workload or time commitment under the CSPA, particularly for leadership roles.

Several responses suggested that low or inconsistent remuneration discourages participation from working professionals, younger candidates, and diverse applicants.

Provincial Standards and Attitudes

A strong majority (approximately 85% of participants) support the development of a standardized provincial remuneration grid or framework. Many also advocated for a provincial funding model to ensure fairness and sustainability, particularly for municipalities with limited budgets.

Conclusions

1. Remuneration is inconsistent across Ontario. Compensation varies tenfold between small and large boards, with little correlation to workload or complexity.
2. Municipal dependence contributes to inequity. Many participants highlighted that board pay decisions are often embedded within municipal processes, which can limit board independence and create disparities.

3. Governance maturity correlates with pay consistency. Participants reporting independent or periodic remuneration reviews also showed more equitable and transparent compensation practices, suggesting that formal governance processes directly influence fairness.
4. Administrative sustainability is uneven. Smaller jurisdictions lacking staff support risk burnout and administrative strain, while larger boards appear more stable and structured.
5. Modern governance expectations are not reflected in pay. The CSPA has expanded board responsibilities without corresponding adjustments to remuneration, particularly for Chairs and Vice-Chairs.
6. Recruitment and diversity are affected. Several participants indicated that lower remuneration levels discourage candidates from underrepresented or working-class backgrounds, limiting diversity and inclusion.
7. Cultural hesitation exists around remuneration advocacy. A number of participants expressed concern about optics when advocating for higher pay, revealing a governance culture that struggles with balancing accountability and self-determination.
8. Strong appetite for provincial leadership. The majority of participants support a province-wide remuneration grid tied to population served, administrative complexity, and governance scope. This would promote equity, transparency, and sustainability.

Potential Recommended Actions for the OAPSB

- Collect data on workload of board members and staff.
- Collect Data on Board staff salary/compensation for Municipal and First Nations Boards.
- Develop an OAPSB Remuneration Benchmark Report that formalizes proposed remuneration bands for board members and compensation for Board staff based on population size and workload.

Note: This survey reflects a snapshot of participating boards and may not represent province-wide averages

Board Communication Policy Template

Based on the Community Safety and Policing Act (CSPA) requirements

1. Purpose & Scope

The purpose of this policy is to establish clear guidelines for communication practices that promote transparency, accountability, and public trust in accordance with the Community Safety and Policing Act (CSPA). This policy applies to all Board members and designated staff involved in communication activities. It covers interactions with municipal councils, the public, media, and other stakeholders.

2. Principles & Legal Foundations

This Board commits to communication grounded in the principles of transparency, respect, inclusion, and procedural fairness as required under the CSPA and Regulation 408/23. All communication must uphold the highest standards of professionalism, confidentiality, and cultural sensitivity. The Board is committed to fulfilling its obligation to publish strategic plans, annual reports, and directions to the Chief of Police or OPP detachment commander in a timely and accessible manner.

3. Roles, Authority & Delegation

Authorized Spokespersons

Only the Board Chair or other designated spokespersons are authorized to speak publicly or issue formal statements on behalf of the Board. Staff support will be provided to assist with the preparation and review of communications, including press releases and media statements.

Handling Public and Media Inquiries

Board members are expected to refrain from providing official comments or information to the media or public unless specifically authorized. If approached for comment, members should:

- Politely direct inquiries to the Board Chair or designated communications officer.
- Clearly state if offering personal opinions, ensuring these are not mistaken for official Board positions.
- Avoid discussing confidential or sensitive information.
- In critical or sensitive situations, all media engagement must be coordinated through the Chair or communications lead.

Personal Opinions

Members must clearly distinguish personal views from Board positions when communicating publicly and ensure compliance with the code of conduct outlined in Regulation 408/23.

4. Public Engagement & Channels

The Board will utilize appropriate platforms, including the municipal website, social media, public meetings, and press releases, to engage with the community. All communication channels will be managed to ensure accessibility, inclusivity, and responsiveness to diverse communities, including Indigenous peoples, racialized groups, and persons with disabilities.

5. Critical Events & Sensitive Situations

A critical event is any occurrence that may significantly affect public safety, community trust, the reputation of the Board, or its ability to fulfill its responsibilities. Examples include serious injury, an officer-involved incident, a major policy failure, or any matter that draws considerable public or media attention.

This definition is informed by the concept of a “Critical Point” as outlined by the Toronto Police Service Board, which describes situations that quickly elevate operational, reputational, financial, or governance risk and require the Board’s immediate attention. It also reflects the guidance issued by Ontario’s **Inspectorate of Policing**, which encourages municipal police service boards to adopt formal “Critical Point” policies and establish clear information-sharing protocols with police leadership during significant or high-impact events.

The Board recognizes that not all communications during a critical event are appropriate for Board comment. Operational information, investigative details, or statements concerning active police activity remain the responsibility of the **Chief of Police or OPP Detachment Commander**. The Board’s role is to focus on communication related to governance, oversight, accountability, and community reassurance, while avoiding interference in operations.

This approach aligns with policing best practices such as those described in *Managing Officer-Involved Critical Incidents* by the Police Executive Research Forum, which frames critical incidents as serious events requiring coordination between operational leadership and governance bodies.

By combining these perspectives, the Board acknowledges that critical events extend beyond operational matters to include those that influence governance, accountability, and community confidence. This broader definition supports the Board’s duty under the Community Safety and Policing Act to ensure transparency and effective communication while maintaining clear respect for operational independence.

Communication and Response Protocol

When a critical event occurs, the Board will follow a structured process to manage communication, assess risk, and coordinate an appropriate response.

1. Immediate internal notification to the Board Chair, communications lead, and, where appropriate, legal counsel.
2. Preliminary assessment to determine whether the event meets the criteria for a critical event.
3. Verification of facts through reliable and authorized sources before making any public or internal statement.
4. Coordination with the **Chief of Police or OPP Detachment Commander** to confirm which elements of the event fall under operational communication.
5. Preparation of approved Board messaging limited to governance-related matters, such as expressions of support, transparency commitments, or confirmation of oversight processes.
6. Designation of the appropriate spokesperson, ensuring alignment between the Board's communication and the service's operational updates.
7. Notification of the full Board and relevant partners, including police leadership and municipal officials if applicable.
8. Coordination of all public or media communication through official channels, maintaining transparency while protecting sensitive information.
9. Monitoring of media coverage and public reaction, with adjustments as necessary to preserve accuracy and trust.
10. Post-event review to evaluate the effectiveness of communication and identify improvements for future incidents.

All communication related to critical events must balance transparency with confidentiality, ensuring that operational independence is maintained at all times.

Sources Referenced:

- Inspectorate of Policing of Ontario, *Advisory Bulletin: Municipal Police Service Board Policy – Critical Points* (2024)
- Toronto Police Service Board, *Critical Points Policy* (2023)
- Police Executive Research Forum, *Managing Officer-Involved Critical Incidents* (2019)

6. Privacy, Data & Misconduct Reporting

All personal and confidential information received by the Board shall be handled in compliance with applicable privacy laws, including the *Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)*, and regulations concerning Regulated Interactions.

Board members and staff are required to follow formal procedures for reporting suspected misconduct, including whistleblower protections against retaliation, in accordance with the *Community Safety and Policing Act (CSPA)* and Regulation 408/23.

Complaints or concerns must be directed as follows:

- **Complaints regarding the Board or Police Leadership** (including governance issues, failure to comply with legislation, or breaches of the Board Member Code of Conduct) should be submitted to the **Inspectorate of Policing of Ontario (IoP)** at www.iopontario.ca or by email at complaints@iopontario.ca.
- **Complaints regarding individual police officers or members of a police service** should be filed with the **Law Enforcement Complaints Agency (LECA)** at www.leca.ca or by email at info@leca.ca.
- **Complaints regarding Board employees or contractors** will be managed through the Board's internal human resources and complaint procedures.

Conflicts of interest must be disclosed promptly and managed in accordance with Regulation 408/23.

7. Training & Continuous Improvement

Board members should receive training on communication protocols, media engagement, that align with the mandatory training on human rights, and systemic racism to ensure effective, respectful, and lawful communication practices. This policy will be reviewed and updated regularly, at minimum in alignment with the Board's strategic planning cycle, to incorporate feedback and evolving best practices. Training costs should also be included as part of the board budget process for governance development.

8. Sample Clauses

Authority Statement

"Only the Chair or designated spokesperson(s) may issue formal statements on behalf of the Board. Individual members must preface any personal comments with a disclaimer that such views do not represent the Board."

Critical Point Definition

"Critical events are defined as occurrences that significantly affect public safety, operational effectiveness, community trust, or the reputation of the Board, and that require immediate notification to the Chair, coordination with the Chief of Police or OPP Detachment Commander, and a structured public communication response.

This definition is informed by the concept of a 'Critical Point' adopted by the Toronto Police Service Board (2023) and the guidance of Ontario's Inspectorate of Policing (2024), which encourages boards to establish clear communication and information-sharing protocols during significant or high-impact events. It also reflects recognized policing practice described by the

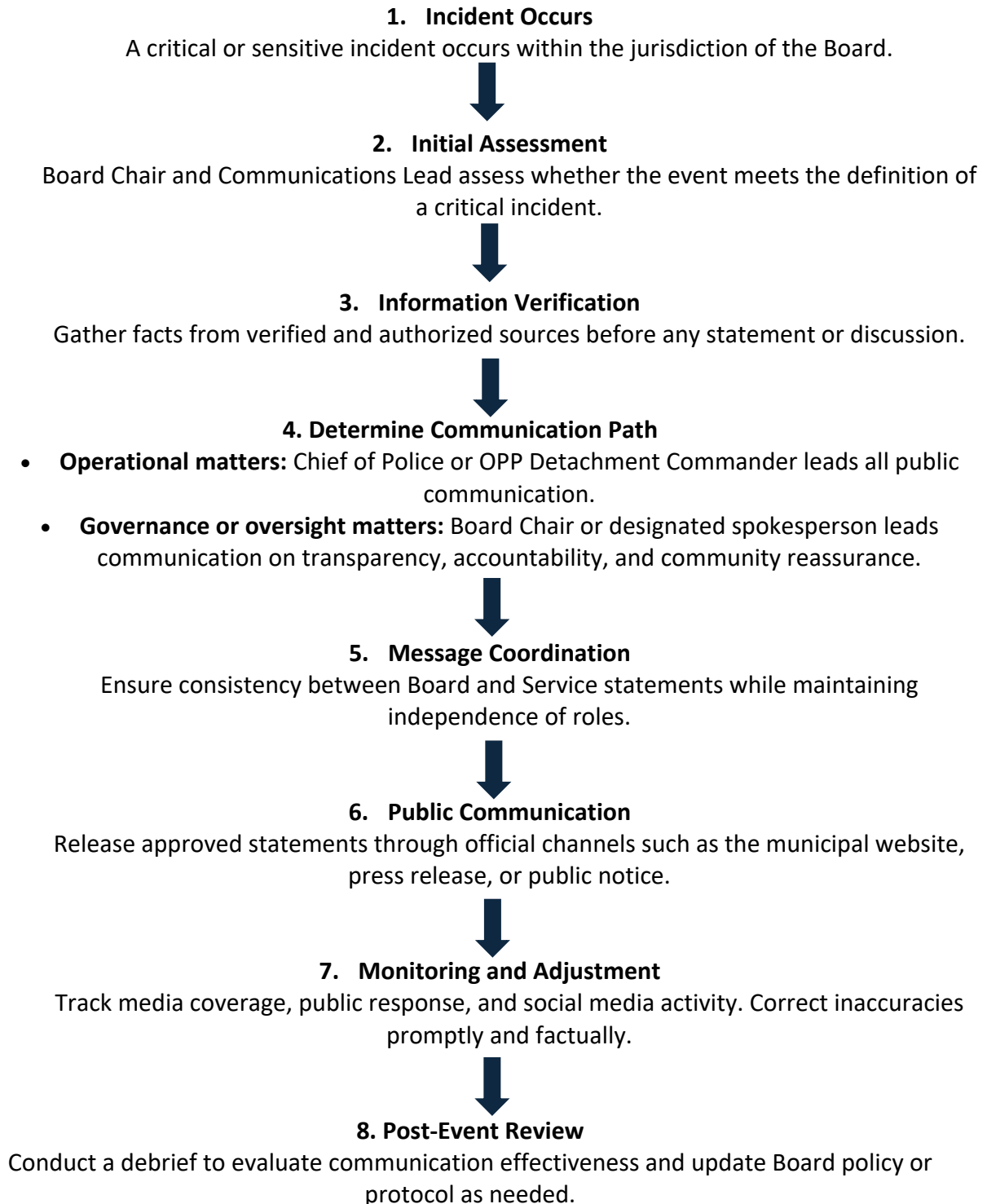
Police Executive Research Forum (2019) concerning management of officer-involved critical incidents.”

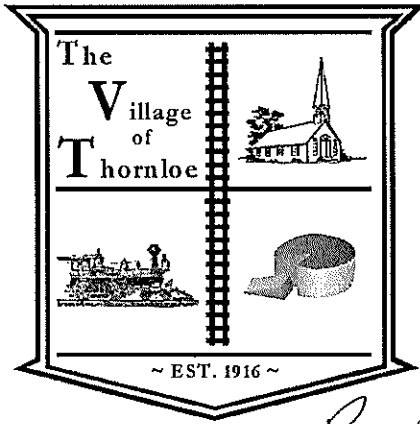
Privacy Clause

“All confidential information will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA) and related legislation. Unauthorized disclosure is prohibited.”

End of Policy

Communication Flowchart for Critical or Sensitive Incidents





CORPORATION OF THE VILLAGE OF THORNLOE

10 Main Street, Thornloe, Ontario P0J 1S0

DATE: September 16th, 2025

RESOLUTION #: 2025-110

Moved by:

Pauline Peddie

Seconded by:

Ally Peddie

WHEREAS under the former Police Services Act, 1990, municipalities received provincial grant funding to offset the costs associated with the appointment of provincial representatives to local police services board;

AND WHEREAS the Community Safety and Policing Act, 2019 (CSPA) came into effect on April 1, 2024, consolidating multiple individual police services boards into regional OPP Detachment Boards, thereby streamlining governance across jurisdictions;

AND WHEREAS the establishment of Detachment Boards under the CSPA has resulted in a reduction in the number of provincial appointees required in OPP-policed municipalities, yielding cost savings for the Province of Ontario;

AND WHEREAS the CSPA was designed to enhance community engagement and local governance in policing, yet the withdrawal of provincial funding undermines this intent by shifting the financial burden entirely onto municipalities and local taxpayers;

AND WHEREAS during the development of both the 2024 and 2025 Board budgets, it was understood that provincial funding would be provided in support of Detachment Board operations;

And whereas it has since been confirmed that the province will not be providing the anticipated contribution of \$6,600, a figure previously expected as part of ongoing provincial support;

Now therefore be it resolved:

1. That a formal request be submitted to the Premier of Ontario and the Ministry of the Solicitor General, respectfully requesting the reinstatement of the annual \$6,600 in funding to support the ongoing operations and governance of the Temiskaming OPP Detachment Board; and

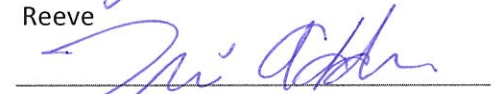
RESOLUTION #: 2025-110 Continued

2. That a copy of the letter be circulated to all participating municipalities within the Detachment Board area, all Municipal Councils and Police Services Boards throughout Ontario, as well as to the Member of Parliament (MP) and Member of Provincial Parliament (MPP) for Temiskaming-Cochrane.

	COUNCILLOR	YEA	NAY	PID
CARRIED	✓ Mr. Wayne Miller Reeve			
AMENDED	Mr. Rob Addison Deputy Reeve			
DEFEATED	Ms. Cher Kiff Councillor			
TABLED	Mr. Alan Peddie Councillor			
	Mrs. Pauline Peddie Councillor			



Wayne Miller
Reeve



Tricia Addison
Clerk