#2025-06	
Abuse Policy	
Date of Board Approval: 25/06/2025	**Date of Next Review:** 25/06/2030

Purpose:

The purpose of this policy is to ensure a respectful, safe, and harassment-free environment for all members of the Mattawa Regional OPP Detachment Board, including elected and appointed officials, OPP representatives, staff, volunteers, and members of the public participating in Board-related activities.

This policy addresses and prohibits all forms of abuse, neglect and harassment in connection with the Board's operations.

Scope:

This policy applies to:
- Board members
- OPP liaison officers and staff interacting with the Board
- Municipal employees working with or under the Board's direction
- Members of the public engaging with the Board (e.g., at meetings, public consultations)
- Contractors and third parties interacting with the Board

Definitions:

1. Abuse: Any action that intentionally harms, threatens, intimidates, or demeans another individual.
    a. Physical Abuse: Physical abuse is defined as but not limited to the use of intentional force that can result in physical harm or injury to an individual. It can take the form of slapping, hitting, punching, shaking, pulling, throwing, kicking, biting, choking, strangling or the abusive use of restraints.
    b. Sexual Abuse: Sexual abuse is defined as but not limited to any unwanted touching, fondling, observations for sexual gratification, any penetration or attempted penetration with a penis, digital or object of the vagina or anus, verbal or written propositions or innuendos, exhibitionism or exploitation for profit including pornography.
    c. Emotional Abuse: Emotional abuse is defined as but not limited to a chronic attack on an individual's self-esteem. It can take the form of name calling, threatening, ridiculing, berating, intimidating, isolating, hazing, habitual scapegoat or blaming.
    d. Verbal Abuse: Verbal abuse is defined as but not limited to humiliating remarks, name calling, swearing at, taunting or continual put downs.
    e. Psychological Abuse: Psychological abuse is defined as but not limited to communication of an abusive nature, sarcasm, exploitive behaviour, intimidation, manipulation or any insensitivity to race, sexual preference or family dynamics.
    f. Neglect: 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.

g. Harassment: Harassment is defined as but not limited to any unwanted physical or verbal conduct that offends or humiliates, including gender-based harassment. It can be a single incident or several incidents over time. It includes threats, intimidation, display of racism, sexism, unnecessary physical contact, suggestive remarks or gestures, offensive pictures or jokes. Harassment will be considered to have taken place if a reasonable person ought to have known that the behavior was unwelcomed.

Policy:

As per the Human Rights Code (1990, c C.11) and the Criminal Code (1985, C H. 19) the Mattawa Regional Ontario Provincial Police Detachment Board is committed to fostering a culture of respect, dignity, and accountability. Abuse in any form will not be tolerated. All individuals have the right to participate in Board activities without fear of abuse, intimidation, or reprisal.

Procedure:

1. Expectations: All individuals covered by this policy are expected to:
    a. Treat others with courtesy, professionalism, and respect
    b. Refrain from engaging in any abusive or harassing conduct
    c. Report incidents of abuse or suspected abuse in a timely and responsible manner
    d. Cooperate with any investigation or resolution process related to abuse allegations
2. Reporting: Incidents of abuse should be reported as follows:
    a. Immediate Danger: Contact emergency services (911).
    b. Non-emergency Reports: Reports may be made verbally or in writing to the Board Chair. If the Board Chair is the suspect abuser, the reporting should be made verbally or in writing to the Board Vice-Chair. Any verbal or written reports should include the date, time, individuals involved, description of the incident, and any witnesses. Anonymous complaints may be considered but may limit the ability to investigate fully.
3. Investigation and Resolution:
    a. All reports will be taken seriously and investigated promptly and impartially.
    b. Investigations may involve interviews, review of documents or recordings, and consultation with relevant parties.
    c. The Board may consult legal counsel or an external investigator when necessary.
    d. Findings will be documented and corrective actions may include:
        i. Verbal or written warnings
        ii. Suspension or removal from the Board (where applicable)
        iii. Reporting to appropriate legal or regulatory authorities
        iv. Potential personal financial liabilities for the perpetrator
4. Protection from Retaliation:
    a. No person shall face reprisal for reporting abuse in good faith or participating in an investigation.
    b. Retaliation will be treated as a serious violation of this policy and addressed accordingly.
5. Confidentiality:

   a. All reports and investigations will be handled with discretion and confidentiality, except where disclosure is required by law or for effective resolution.
6. Training
   a. All Board members and staff will review the policy at orientation and annually review the policy with sign off with the acknowledgement found in appendix 1.
7. Communication:
   a. The policy will be publicly posted and made available on the Board website.

Policy Review:

This policy will be reviewed at least every 5 years, or sooner if there are changes in legislation, the Board deems it necessary or significant issues arise that warrant a reassessment

Approval:

This policy is approved by resolution of the Mattawa Regional OPP Detachment Board and may be amended by majority vote at any official meeting of the Board.

Appendix 1 – Abuse Policy

I acknowledge that I have read the abuse policy and/or had it explained to me.

I understand that it is my responsibility to abide by all the rules contained in this policy and to report any incidents of abuse as set forth in the policy.

_____	_____	_____
Name (Printed)	Signature	Date *(DD/MM/YYYY)*