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**By galloch at 8:40 am, Oct 15, 2020**

**Niagara Regional Police Service Discipline Hearing**

**In the Matter of Ontario Regulation 268/10**

**Made Under the Police Services Act, R.S.O. 1990,**

**And Amendments thereto:**

**And**

**In The Matter Of**

**The Niagara Regional Police Service**

**And**

**Constable George Parperides #9165**

**Charge: Neglect of Duty**

**Before:**

**Superintendent (Retired) M.P.B. Elbers  
Ontario Provincial Police Adjudicator**

**Appearances:**

**Counsel for the Prosecution: Mr. Murry Segal  
Niagara Regional Police Service**

**Counsel for the Defense: Mr. Harry Black  
Niagara Regional Police Association**

**Public Complainant: Bryan Clark  
Represented by Ms. Margaret Hoy**

## **The Hearing:**

Constable George Parperides #9165 after a three (3) day Hearing in Niagara Falls, Ontario was found guilty on September 30, 2020 of One Count of Neglect of Duty pursuant to Section 2 (1) (c) (i) of the Schedule Code of Conduct in Regulation 268/10 as amended.

The charge relates to Constable Parperides being on duty in a uniform capacity operating a marked police cruiser on December 27, 2013 when he was dispatched to assist officers in apprehending suspects in a stolen vehicle which had been involved in a theft.

Constable Parperides attended the scene and arrested a male party known to him as Bryan Clark and transported him to the Welland detachment of the Niagara Regional Police Service.

Bryan Clark complained about a sore or broken jaw to Constable Parperides while being escorted and transported to the Welland detachment. Constable Parperides advised Clark to advise the booking officer about his injuries. Parperides did not provide medical assistance to Clark as is the policy for Niagara Regional Police officers.

The jaw later was determined to be broken.

On the date of the decision Counsel was prepared to make submissions for disposition.

Mr. Segal recommended a range from reprimand to four to eight hour's loss of pay. He advised that Constable Parperides has had an exemplary career to this point with the Service. He believes that Constable Parperides has many productive years ahead with the Service. Constable Parperides has no prior disciplinary issues with the Service.

Mr. Segal notes that Constable Parperides displayed a generally polite and professional manner with Bryan Clark during the transport phase. This Hearing took a long time to commence which was not the fault of the officer and this should be considered in the penalty phase.

Mr. Segal believes that Constable Parperides recognizes his mistake in not seeking medical attention for Clark and will not repeat this mistake in the future and will obey the General Orders of the Niagara Regional Police Service.

Mr. Black, representing Constable Parperides submits that a reprimand is the most appropriate disposition in this case. He agrees with Mr. Segal that Parperides has an exemplary career with the Service and has no prior discipline issues on file and has had this file "*over his head*" for seven years. Mr. Black states the decision for medical attention was a judgement call.

In Williams and the Ontario Provincial Police, the Commission identified three key elements a Hearing Officer must take into account when imposing a penalty. These include: the nature of the seriousness of the misconduct, the ability to reform or rehabilitate the officer, and the damage for the reputation of the police force that would occur if this officer remained on the Force.

Accountability, ethical behaviour and conduct are at a standard much higher than the public we serve. It is generally known and an accepted fact that the law requires a higher standard of conduct with Police Officers in their private lives than the ordinary citizen.

Credibility, honesty, integrity are characteristics that are earned. As one elevates him / herself through the ranks of this proud organization, those characteristics are more revered and treasured. It helps to create the professional image and excellence that the Niagara Regional Police officers strive to maintain.

I must be guided by the OCCPS decision of Schofield and Metropolitan Police Service.

*“Consistency in the disciplinary process is often the benchmark of principles. The penalty must be consistent with the facts, and consistent with similar cases that have been dealt with on earlier occasions.”*

The public must be confident that the police will strive to set the example for those in the community. Anything short of this will be seen as a contradiction and serve no other purpose but to undermine the efforts of all serving officers and the explicit goals of the Niagara Regional Police Service.

You are accountable for your actions and any deviance from those actions, the Niagara Regional Police Service will hold you accountable. This is what the public expects of the management of this Police Service.

Members of the Niagara Regional Police Service are expected to investigate criminal activity in a professional and thorough manner. General Orders of the Service are expected to be adhered to forthwith as policy dictates. In this case, we have a public complainant which was directly affected by Constable Parperides actions. The public must be confident that the police will strive to set the example for those in the community. Anything short of this will be seen as a contradiction and serve no other purpose but to undermine the efforts of all serving officers and the explicit goals of the Niagara Regional Police Service.

Constable Parperides testified in the decision phase of this Hearing. He was forthright and I believe honest in his testimony. He is proud of his career and the work he has completed for the Niagara Regional Police Service. He also admitted that if the same situation were to cross his path again he would seek medical aid for the person. I believe this is an acknowledgement of his failure and shows the good character of this officer and most importantly he has learned from his indiscretion with this incident.

It is commendable that Constable Parperides recognizes and accepts that his actions were irresponsible and unacceptable as a police officer. My only hope now is that Constable Parperides follows through on his promise to the Tribunal to uphold the core values of a police officer, polices of the Service and conduct himself accordingly.

The Conduct exhibited by this officer while on duty in Niagara Region will cause damage to the reputation of the Niagara Regional Police Service.

It is unknown to me to what the extent of publicity or the knowledge of the events is to the residents of Niagara Region. To some degree it does not matter as the incident has affected all involved and has caused damage to the organization.

It is our commitment and the Public's expectation that we the Niagara Regional Police Service conduct ourselves 24-7, three hundred and sixty five days of the year with a degree of professionalism and commitment for policing excellence. Nothing less is acceptable.

When assessing the length of time to proceed to a Hearing, the acknowledgement of Constable Parperides of his failure to adhere to General Orders of the Service, his lack of prior discipline and the exemplary work of this officer to date, I am compelled to agree with the submissions of Counsel to seek a reprimand in this matter.

I believe it addresses the specific and general deterrence for officers of the Service and the need to show the Public that the Service has their interest in mind to make officers accountable for their actions. The Service has treated this incident in a serious manner and the proposed penalty suggested by Counsel will serve the needs for the Service to and to Constable Parperides

The proposed joint penalty submission submitted by Counsel in this matter suggests to me that the officer can be rehabilitated and once again be useful to this proud organization.

**Disposition:**

**In light of the seriousness of these allegations and bearing in mind all the evidence placed before me, Constable George Parperides will be Reprimanded by a Senior Member of the Niagara Regional Police Service pursuant to Section 84 (1) of the Police Services Act.**

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**M.P.B. Elbers, Superintendent**

**October 12, 2020**