DISCLAIMER: In accordance with the *Community Safety and Policing Act* and the *Freedom of Information and Protection of Privacy Act*, the summary below has been de-identified to remove the personal information of individuals, including public complainants and persons who were the subject of the investigation.

DE-IDENTIFIED SUMMARY UNDER SECTION 167(2) OF THE CSPA

Original Police Service: Date of Complaint: 11/17/2025

Type of Investigation:

Referred to Same Service: ○ Referred to Other Service: ◉ Retained by LECA: ○

Service Investigations Referred to: Thunder Bay

De-identified Summary of Complaint

The LECA complainant alleged that the Respondent Officer sent a letter to the City Mayor, which contained inaccurate statements regarding the complainant's actions and character. The complainant stated that the letter negatively affected them and ultimately resulted in them taking sick leave from their employment.

The complainant alleged that a letter written by the Respondent Officer to the City Mayor and City Councillors caused irreparable damage to their professional and personal reputation. Therefore, the complainant alleged that the Respondent Officer's conduct was likely to undermine public trust in policing.

Unsubstantiated Code of Conduct Allegations

ALLEGATION 1 – Conduct Undermines Public Trust – Section 10(1) - CSPA:
The Community Safety and Policing Act – Code of Conduct O. Reg 407/23 (2019) - Section 10 “A police officer shall not conduct themselves in a manner that undermines, or is likely to undermine, public trust in policing.”

Decision and Reasons

ALLEGATION 1 – Conduct Undermines Public Trust – Section 10(1) - CSPA
During a telephone interview, the complainant outlined a history of ongoing neighbour disputes spanning several years with the Respondent Officer. Based on the correspondence reviewed and the information obtained during the interview, the Professional Standards Investigator determined that both parties appeared to have experienced ongoing frustration related to the dispute and the associated processes.

The Professional Standards Investigator determined that the central issues underlying the LECA complaint related to events that occurred in February 2024. It was alleged that the complainant cut down trees located on property owned by the City where they lived - adjacent to the Respondent Officer's residence without proper authorization. In response, the Respondent Officer submitted a complaint to the City - Board of Works Department. When the Respondent Officer did not receive the response they anticipated, they subsequently submitted a formal complaint to the City Mayor.

The formal complaint submitted to the City Mayor was identified as the only relevant document requiring review in relation to the conduct investigation concerning the Respondent Officer.

The Professional Standards Investigator determined that, within the letter in question, the Respondent Officer did not reference their position as a police officer, their employment with the police service, or request any form of preferential treatment based on their occupation. The correspondence to municipal officials was assessed as having been made in their capacity as a private citizen and member of the community.

The Professional Standards Investigator determined that Respondent Officer’s actions were not self-serving and were consistent with their police service's policies, therefore insufficient evidence was present to establish reasonable grounds to believe that misconduct had occurred. Accordingly, the allegation of misconduct was determined to be unsubstantiated.