



HALTON REGIONAL POLICE SERVICES BOARD

BY-LAW NUMBER 98-1

A BY-LAW TO ESTABLISH A DIVERSITY AWARENESS POLICY

WHEREAS the Halton Regional Police Service Board recognizes the right of all persons to live and work in an environment free of discrimination and harassment, and that trust and confidence of all segments of the community, including racial minorities and first nations peoples are vital to the function of policing;

AND WHEREAS Section 31(1) of the Police Services Act, R.S.O. 1990, c.P.15 and amendments thereto, provides that Police Service Boards are responsible for the provision of adequate and effective police services in the municipality and shall establish policies for the effective management of the police service;

AND WHEREAS Section 31(6) authorizes Police Services Boards to make, by By-law, rules for the effective management of the police service;

AND WHEREAS Section 1 recognizes the importance of safeguarding the fundamental rights guaranteed by the Canadian Charter of Rights and Freedoms and the Human Rights Code, and the need for sensitivity to the pluralistic, multiracial and multicultural character of Ontario society and Policing Standards Guidelines 304.00 and 305.00 provide direction consistent with these principles;

AND WHEREAS the Police Services Act Regulation 927 - Code of Conduct Section 1(a)(i.1) makes it an offence for a police officer to fail to treat or protect a person equally without discrimination with respect to police services because of that person's race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or handicap,

AND WHEREAS the Halton Regional Police Services Board deems it expedient to enact this By-law to ensure that the Service adheres to the principles set out above.

NOW THEREFORE THE HALTON REGIONAL POLICE SERVICES BOARD ENACTS as follows:

1. DEFINITIONS

Several of the terms used in this policy may not be familiar to some people or may not mean precisely the same thing to all. Indeed, especially in the race relations field, terminology tends to change from time to time, often in response to a perceived need for more "bias free" language. The following list of terms currently used in this field is provided to help promote a common understanding of the intent of this policy, but it should be understood that some may not represent the final word.

(a) *Aboriginal Peoples*: Peoples who are indigenous to a land. In Canada, the term includes status Indians, Inuit and Metis, other First Nations and non-status Indians.

(b) *Bias*: A preference or inclination, the legitimacy of which cannot be demonstrated. Biases are often expressed in subtle ways, for example, in the standards of selection or terminology used to refer to various groups.

(c) *Community Policing*: A philosophy of police service delivery which recognizes that the maintenance of order, the prevention of crime, and the resolution of crime and order problems are the shared concerns and responsibilities of the community and the police. Working in partnership, the community and the police participate jointly in decision making related to; the identification and analysis of crime and order problems; the determination of policing priorities and needs; and the development and implementation of strategies for dealing with crime and order problems.

(d) *Discrimination*: An action that has the effect, intentionally or unintentionally, of denying an individual or group treatment or opportunities equal to those accorded others. Discrimination occurs most commonly in employment, education, accommodation, and the provision of services, goods or facilities. It may be practiced on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, handicap, age, marital or family status, receipt of public assistance or record of offences. Discrimination is usually based on stereotypes or prejudiced attitudes.

(e) *Diversity Training*: An instructional process through which individuals acquire knowledge and skills that enable them to develop and maintain patterns of non-discriminatory behaviour for themselves and to take action against individual and/or systemic discrimination.

(f) *Equal Opportunity*: A Ministry guideline which is consistent with the principles of the Police services Act, including : "the need for sensitivity to the pluralistic, multicultural and multiracial character of Ontario's society", and "the need to ensure police services are representative of the communities they serve". The guidelines also includes steps to achieve equal opportunity is an integral part of ensuring effective human resource management practices, that will support the transition to community based policing.

(g) *First Nations*: A group of aboriginal people that share a common ancestry, culture and land base, denoting that their ancestors lived as an organized, self-governing group at the time of the first contact with Europeans.

(h) *Harassment*: A course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. The harassment does not have to be objected to, it can reasonably be assumed that such behaviour would be unwelcome. Moreover, the comment or conduct need not be persistent or frequent to be in violation of the Ontario Human Rights Code. Harassment may be subtle or overt, and can take such forms as name-calling, racial jokes or slurs, graffiti, threats, discourteous treatment, or written or physical abuse.

(i) *Individual Racism*: Refers to overt or covert action or behaviour by an individual which has an obverse impact on a racial group or member of such a group.

(j) *Partnership*: An association of two or more persons or groups, formed for purposes of mutual support and mutually beneficial action to achieve a shared end, in which each plays an influential role in policy-making and implementation.

(k) *Prejudice*: A prejudgment, an opinion, like or dislike that is not supported by adequate or credible data.

(l) *Race:* A socially defined group which sees itself and/or is seen by others as sharing a common ancestry or descent, and which may be distinguished by general physical characteristics such as skin, colour, hair type, stature and facial features.

(m) *Race Relations:* Pattern of interaction among different racial groups. Two keys components are crucial for positive race relations; elimination of racial intolerance and remove of racial discrimination, both direct and systemic.

(n) *Racial Minority:* Racial minority means a person, other than an aboriginal person, who, because of race or colour, is a visible minority in Canada; that is, non-Caucasian or non-white.

(o) *Racism:* Racism is a form of intolerance or discriminatory action based on the false and prejudicial belief that people are unequal on the basis of race. It may be expressed in the attitudes and actions of individuals and groups, as well as in systemic, institutional practices.

(p) *Stereotypes:* A generalization about a group, based on observations of one or only a small sample of members of the group; alternatively, an assumption about a member of a group based on a generalized notion of the group as a whole. Stereotypes can be positive or negative but, especially if they are negative, can result in serious discrimination if acted upon.

(q) *Systemic Discrimination:* Restrictions on the opportunities of minorities that result from policies or practices that have become a standard part of employment systems, educational systems or other systems. For example, unnecessary job standards that require workers to be a certain height or weight might effectively screen out members of certain minority groups who characteristically could not meet those criteria. This type of discrimination is often subtle and can be perpetuated intentionally or unintentionally by those who operate the "system".

<p>NOTE: While this policy deals with relations between aboriginal peoples and police, it is recognized that aboriginal peoples are not "racial minorities" within the standard meaning of that term. Aboriginal peoples have a unique relationship with not-aboriginal society and concerns that go well beyond issues of discrimination. Aboriginal peoples do, however, report experiencing racial discrimination. It is understood, therefore, that they also have concerns related to this race relations policy and thus should be acknowledged in it.</p>
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2. STATEMENT OF PRINCIPLES

2.1 The Halton Regional Police Services Board and the Halton Regional Police Service supports the elimination of discrimination in all its forms and affirms its support for and adherence to:

- the principles of equality and fairness embodied in the *Canadian Charter of Rights and Freedoms*, the *Ontario Human Rights Code* and the *Police Services Act*;
- The principles of community service and community policing inherent in the *Police Services Act*;
- the principle of police accountability to the communities we serve.

2.2 Therefore, as a provider of policing services to the public and as an employer, it is the policy of the Board and Service to:

- provide the fullest possible services in a fair and equitable manner to all segments of the public, without discrimination;
- extend fair and equal treatment under the law to every community and individual within its jurisdiction, without discrimination.
- maintain a respectful and cooperative relationship with all communities recognizing their diversity, thereby fostering the kind of community support that is essential to efficient, effective and fair policing; and
- maintain an environment within the Service that is hospitable to its members and to the members of all communities that recognizes, reflects and values diversity.

3. GOALS AND OBJECTIVES

3.1 In fulfilling the commitments set out above in Article 2.2 above, the Board, through the Chief of Police, shall commit itself to implementing initiatives to ensure that:

- personnel at all levels clearly understand that discriminatory behaviour such as harassment, name calling graffiti or jokes will not be tolerated and is considered cause for disciplinary measures consistent with the Police Services Act.
- Policies, procedures and practices in every area of Operations, Administration and Support, such as response to calls, investigation and arrest, crowd control, recruiting, hiring and promotion - are free of discriminatory elements.
- the workforce at all levels reflects the diversity of the community.
- Personnel at all levels,
 - understand discrimination in all its forms - overt, covert and systemic - and have the skills and commitment to ensure that it is not manifested in their behaviour or any systems they manage
 - understand, are sensitive to, and work positively with racial, cultural, sexual and religious differences among people in the community and others within the Service itself; and
 - understand the principles of community-based policing and have the skills and commitment to utilize them within their areas of responsibility
- Mechanisms are in place to promote and facilitate meaningful participation by the community, including racial minorities and First Nations peoples, in the planning and delivery of police services directly relevant to their communities, including the implementation and monitoring of this policy.
- Mechanisms for addressing complaints of a discriminatory nature within the workplace or by members of the public against police personnel are in place, are known and are accessible to both citizens and police personnel.
- Continuing efforts are made to keep all segments of the community and all members of the Service informed about this policy and any continuing initiatives to support it.

4. EMPLOYMENT PRACTICES

- 4.1 The need to ensure that police services are representative of the communities they serve is a principle of the Police Services Act or Ontario. This Service will work towards a barrier free police service that accurately represents the diverse community of Halton Region.
- 4.2 The Halton Regional Police Service is committed to the principles of Equal Opportunity which will ensure all individuals are treated in a fair and equitable manner in recruitment, hiring, training, development, evaluation, promotion and retention.

5. DIVERSITY AWARENESS EDUCATION AND TRAINING

- 5.1 As the Halton Regional Police Service continues to grow as a diverse workplace representative of the community we serve, the importance of education and training is extremely important. It is the belief of the Service that training and education is required to ensure members perform their duties and responsibilities with the highest degree of professionalism and ethical conduct.
- 5.2 A commitment to provide every employee and Board Member with appropriate training and education in the areas of race relations, diversity and human rights.
- 5.3 It is the goal of this training to include, but not be limited to, increased awareness which identifies challenges and reduces discrimination, not only in our dealings with members of the community but in our relationships within the Service. It is also a goal of the training and education to provide an improved understanding of the issues involved in Human Rights as it applies to the diversity of the community and organization.
- 5.4 The programs will increase awareness of issues such as discrimination; the role and significance of power; discretionary power and how we can best use it to serve the needs of our community; the significance of diversity on our community and organization; sensitivity to the diversity of cultures in which we live and work. The program will also provide awareness of rights as outlined in the *Canadian Charter of Rights* and the *Ontario Human Rights Code*, and the Service's internal policies as they relate to harassment and inappropriate conduct.
- 5.5 Every member of the Service will receive training which address the needs in relation to their position within the organization. The Service will review, assess and revise such training and education as required on an ongoing basis.

6. CONDUCT AND INVESTIGATION

- 6.1 All Members of the Board and Service shall conduct themselves at all times in a manner that promotes public confidence in the professionalism, integrity and impartiality of the Service. The perception of bias or prejudice can be as damaging to our professional image as the actual presence of bias or prejudicial behaviour.

6.2 All allegations of misconduct under the provisions of Part V *Police Services Act* (Disciplinary Proceedings & Public Complaints), which include any suggestion of discriminatory behaviour, will be investigated by the Professional Standards Bureau .

6.3 Any contravention of the above policy will result in disciplinary action.

7. COMMUNITY RELATIONS

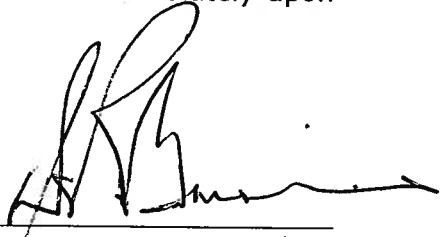
7.1 Community Relations are intrinsic to the mission of the Halton Regional Police Service which is committed to working in partnership with the community. District administrations will, through a liaison network, promote positive communication and understanding between the community and the Service.

7.2 The Halton Regional Police Service undertakes to support community groups where appropriate, which are available to assist the Service in maintaining an ongoing dialogue with the diverse communities served by members of this Service.

7.3 These groups are also available to advise the Halton Regional Police Service on all aspects of it's programs, policies and procedures with the perspective of those members of the Region from varied cultures, religions and races.

8. EFFECTIVE DATE

8.1 This By-law is hereby enacted by the Halton Regional Police Services Board on this 26th day of February, 1998 and shall take effect immediately upon its passing.



Chair



Executive Director