



North Bay Police Service Board

Policy Number: AI - NBPS - 048 Policy Name: Duty to Intervene and Report Without Fear of Reprisal	
Legislative Reference / Authority <i>Community Safety and Policing Act and Regulation(s) and Employment Standards Act</i>	
Agreements and Protocols	
Replaces Policy – New Policy	
Date Approved	
Date Reviewed	
Dates Amended	
Date to be Reviewed	
Reporting Requirement(s)	

BOARD POLICY

1. As prescribed in the *Community Safety and Policing Act* and through Regulation the North Bay Police Service Board shall establish policy(ies) consistent with the *Act*, Regulation(s) and any other applicable legislation.
2. It is the policy of the North Bay Police Service Board with respect to duty to intervene and report misconduct without fear of reprisal that the Chief of Police shall establish procedure that are consistent with the requirements of the *Community Safety and Policing Act, Regulations, Employment Standards Act, any other applicable Legislation* and incorporating any existing established investigative and operational practices as approved by the North Bay Police Service Board and or the Office of the Chief of Police.
3. At minimum the procedure shall address:
 - a. How a member or former member of the North Bay Police Service may make disclosures of misconduct, including giving directions as to the persons to whom disclosures may be made;
 - b. Procedures to protect the identities of persons involved in the disclosure process, including persons who make disclosures, witnesses and persons alleged to be responsible for misconduct; and
 - c. Provisions for exceptions to be made to procedures described in clause ii where the interests of fairness require that a person's identity be disclosed to one or more persons; and



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- d. How members of the police service should ensure they are familiar with the procedures referred to in subsection i, ii and iii as applicable, and the protections from reprisals for disclosing misconduct.

Dated this 21st day of May, 2024.

R. Stivrins

Board Chair