



Policy A-07

Special Investigation Unit (SIU) Incident Follow-on Investigations

Approved 27 February 2025

Purpose

1. By legislation, whenever the Special Investigation Unit (SIU) investigates an incident involving a member of the HRPS (other than a deputy chief of police), the Chief of Police shall subsequently investigate that member's conduct, policing provided by that member in relation to the incident, and compliance with any HRPS Directives as they may relate to the incident. Such investigations shall be referred to as SIU Incident Follow-on Investigations.
2. This policy articulates the Board's expectations regarding such investigations, the reporting of any investigative findings, and the Board's subsequent reporting obligations.

Requirements.

3. The Chief of Police shall ensure that SIU Incident Follow-on Investigations are sufficiently independent by developing procedures to determine when an SIU Follow-on Incident Investigation shall be referred to another police service. In particular:
 - 3.1 relatives or intimate relations of the subject officer shall not be members of the SIU Follow-on Incident Investigation team;
 - 3.2 the lead investigator shall be of a more senior rank than the subject officer(s);
 - 3.3 the procedures addressing when an SIU Incident Follow-on Investigation is to be referred to another police service, which shall as a minimum include occasions when adhering to conditions at 3.1. and 3.2 above are impractical; and
 - 3.4 the Chief may consider referring any SIU Incident Follow-on Investigation whose subject official is an HRPS senior officer to another police service.
4. If the subject of the SIU's investigation is the Chief or a Deputy Chief, the Board shall refer SIU Incident Follow-on Investigation to a police service not involved in the incident.



Monitoring and Reporting Requirements

5. Regarding each SIU Incident Follow-on Investigation, the Chief of Police shall report to the Board in writing within the timeframes established in Ontario Regulation 90/24, s.8, or otherwise promptly notify the Board of the delay and the reasons for the delay. The report shall address:
 - 5.1 the findings of the investigation;
 - 5.2 the relevant criteria and analysis which led to the investigative conclusions; and
 - 5.3 compliance, or lack thereof, with any applicable HRPS Directives.
6. The Chief of Police shall ensure that the lead investigator of any SIU Incident Follow-on Investigation attends the Board meeting at which the Chief's report is presented to respond to Board questions on the matter as required.
7. The Board shall publish the SIU Incident Follow-on Investigation, redacted to appropriately protect the privacy of all those involved, on the Board's website, unless the SIU Director decides not to publish a report in respect of the incident.

References:

CSPA 2019, s.81

O.Reg.90/24, s.8

Ahmed Inquest Recommendations