



Halton Regional Police: Employee Engagement Survey



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INTRODUCTION



Methodology



Method CAWI (Computer Aided Web Interview)
A sample file was provided by the Halton Police Board, which Forum used to email all Halton Regional Police employees an invitation to complete the survey online.

Criteria for Participation Respondents currently employed by the Halton Regional Police Service.

Sample Size n = 560

Response Rate 44%

Average Length 5.4 min

Fieldwork Dates February 5 – March 5, 2026

Reporting Considerations



TOP2 / BTM2

Top 2 (TOP2) and Bottom 2 (BTM2) reference the collected TOP2 positive and BTM2 negative responses, respectively where applicable. For example, a TOP2 grouping referred to as “agree” may be the combined result of “strongly agree” and “agree,” where a grouping of “disagree” (BTM2) may be the combined result of “disagree” and “strongly disagree.”

Rounding

Due to rounding, numbers presented throughout this document may not add up to the totals provided. For example, in some cases, the sum of all question values may add up to 101% instead of 100%. Similar logic applies to TOP2 and BTM2 groupings.

Multi-mentions

In some cases, more than one answer option is applicable to a respondent. Multiple mention questions allow respondents to select more than one answer category for a question. For questions that ask for multiple mentions (e.g., “Which race category best describes you? Please select all that apply.”), it is important to note that the percentages typically add to over 100%. This is because the total number of answer categories selected for a question can be greater than the number of respondents who answered the question. For example, respondents were able to select “Black” and “East Asian” as their answer.

Significance Testing

Throughout the report, statistically significant differences (at the 95% confidence level) between demographic segments have been stated under the related finding in the right text boxes. It is important to point out that, not all statistical differences that exist between the segments are mentioned in the notes, but they can all be found in the tabulated data.



EXECUTIVE SUMMARY



Executive Summary



Employee Profile



- A majority (53%) of respondents are currently assigned to the Regional Headquarters, followed by 20 Division (25%). *(slide 10)*
- As for their employment status, a vast majority (96%) of respondents work full time, permanent positions. *(slide 11)*
- 62% of respondents said they are Police Officers, while 38% identified as Civilian Members. *(slide 13)*
 - When asked if they have staff reporting directly to them, 29% said Yes. *(slide 14)*

Engagement and Culture

- Most respondents (TOP2: 77%) said they are proud to be a part of the Halton Regional Police Service. *(slide 15)*
- Meanwhile, around 3 in 5 (TOP2: 58%) respondents said that people help each other out even if it means going above and beyond normal job requirements. *(slide 16)*



Wellbeing, Safety, and Inclusion

- Nearly 9 out of 10 respondents (TOP2: 88%) said they feel comfortable performing their day-to-day duties at work. *(slide 18)*
- When asked about sense of belonging, most respondents (TOP2: 66%) said they feel like they belong at Halton Regional Police Service. *(slide 19)*
- However, less than half (TOP2: 44%) of the respondents said they feel encouraged to speak up about any work-related issues or concerns *(slide 19)*

Executive Summary



Leadership

- When asked about their manager or supervisor, nearly 3 in 4 (TOP2: 73%) respondents said the person to whom they report directly genuinely cares about their wellbeing. *(slide 21)*
- When asked about Senior Leadership, a majority (TOP2: 62%) of respondents said they believe senior leadership is committed to actively support diversity in the workplace. However, only 36% (TOP2) agree that Senior Leadership values employee input. *(slide 22)*
- Lastly, when asked about the Chief of Police, nearly 2 in 3 (TOP2: 64%) respondents agree that the Chief of Police cares about member wellness. *(slide 24)*



Supporting Employees

- A plurality of respondents (21%) said that the Leadership of the Halton Regional Police Services needs to listen and engage with their staff to better support all employees. *(slide 26)*



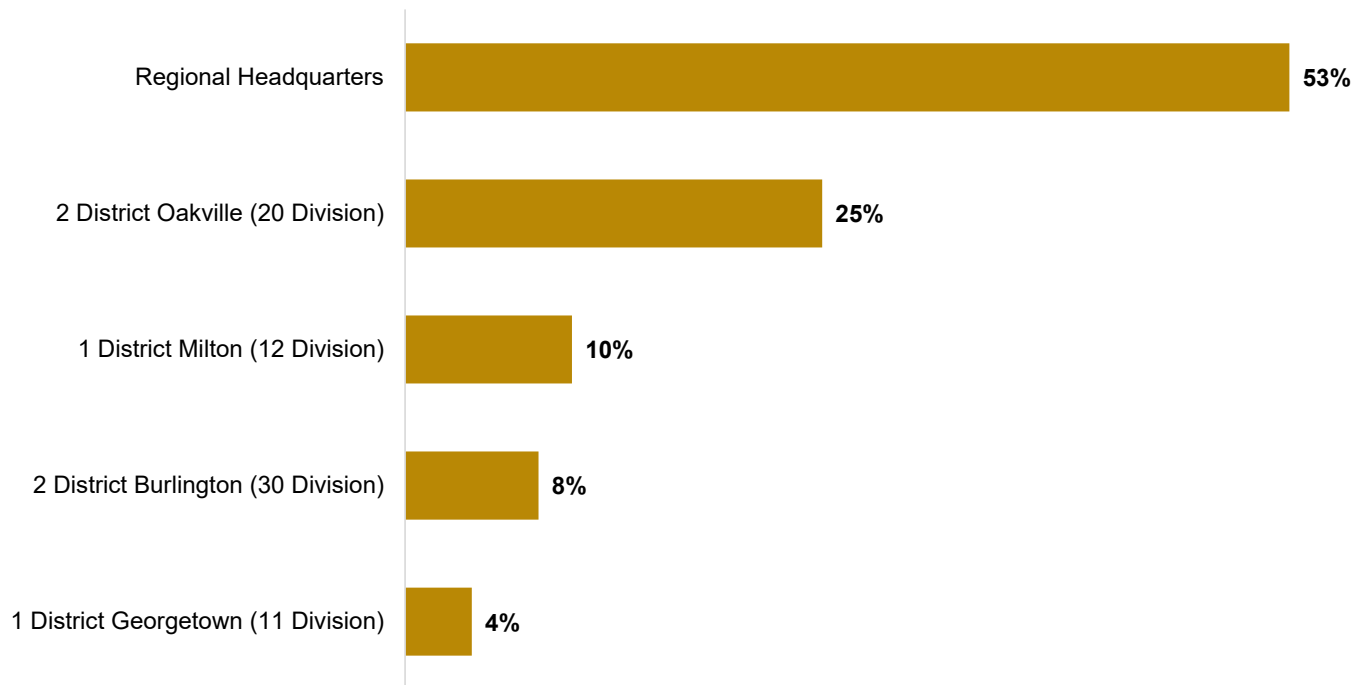
DETAILED FINDINGS



District



More than half (53%) of respondents said they are currently assigned to the Regional Headquarters.



- Respondents between the ages of 35 to 54 (58%) and 55+ (66%) were significantly more likely to work in the Regional Headquarters than those aged 16 to 34 (30%).
- Respondents between the ages of 16 to 34 (33%) and 35 to 54 (25%) were significantly more likely to work in 20 Division than those aged 55+ (12%).
- Respondents who identified as women (66%) were significantly more likely to work in the Regional Headquarters than those who identified as men (44%).

Q1: What district are you currently assigned to at the Halton Regional Police Service?

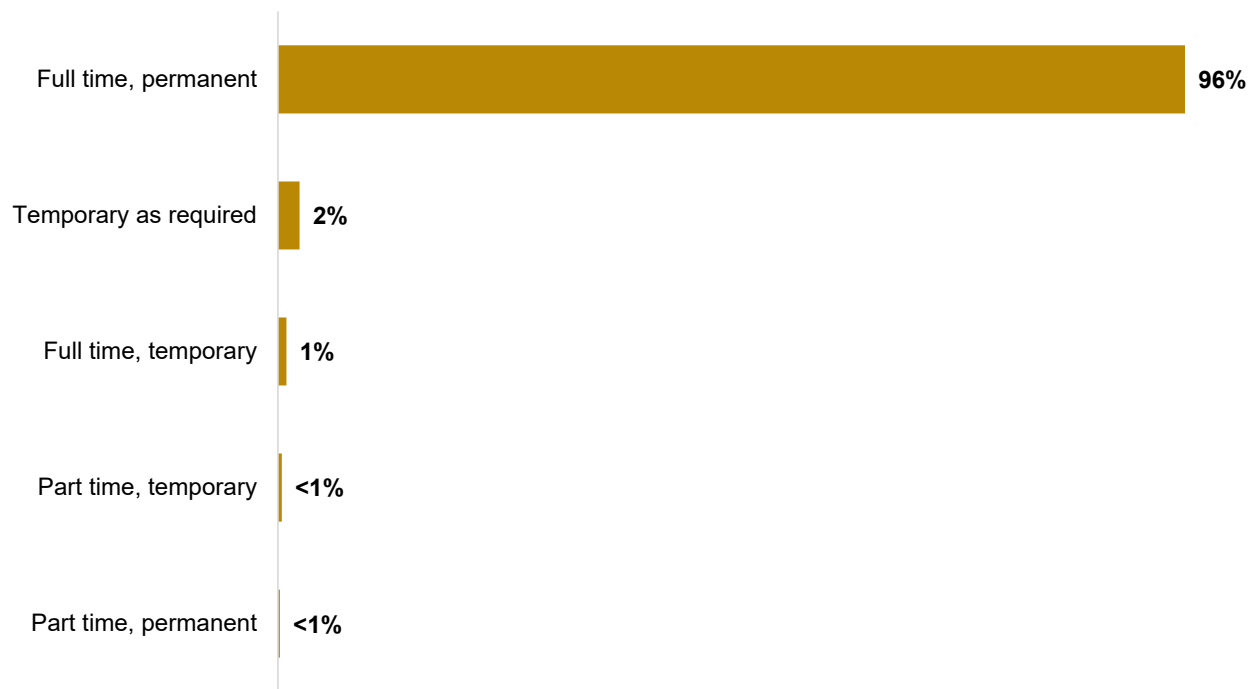
Sample Size: n=560

Framework: All respondents

Employment Status



A vast majority (96%) of respondents said their employment status with HRPS is full time, permanent.



- Respondents between the ages of 35 to 54 (98%) were significantly more likely to work full time, permanent than those aged 16 to 34 (92%) and 55+ (91%);
- Respondents working in 12 Division (100%) were significantly more likely to work full time, permanent than those in the Regional Headquarters (95%) and in 20 Division (96%); and
- Respondents in management roles (100%) were significantly more likely to work full time, permanent compared to those who are not (90%).

Q2: What is your employment status with Halton Regional Police Service?

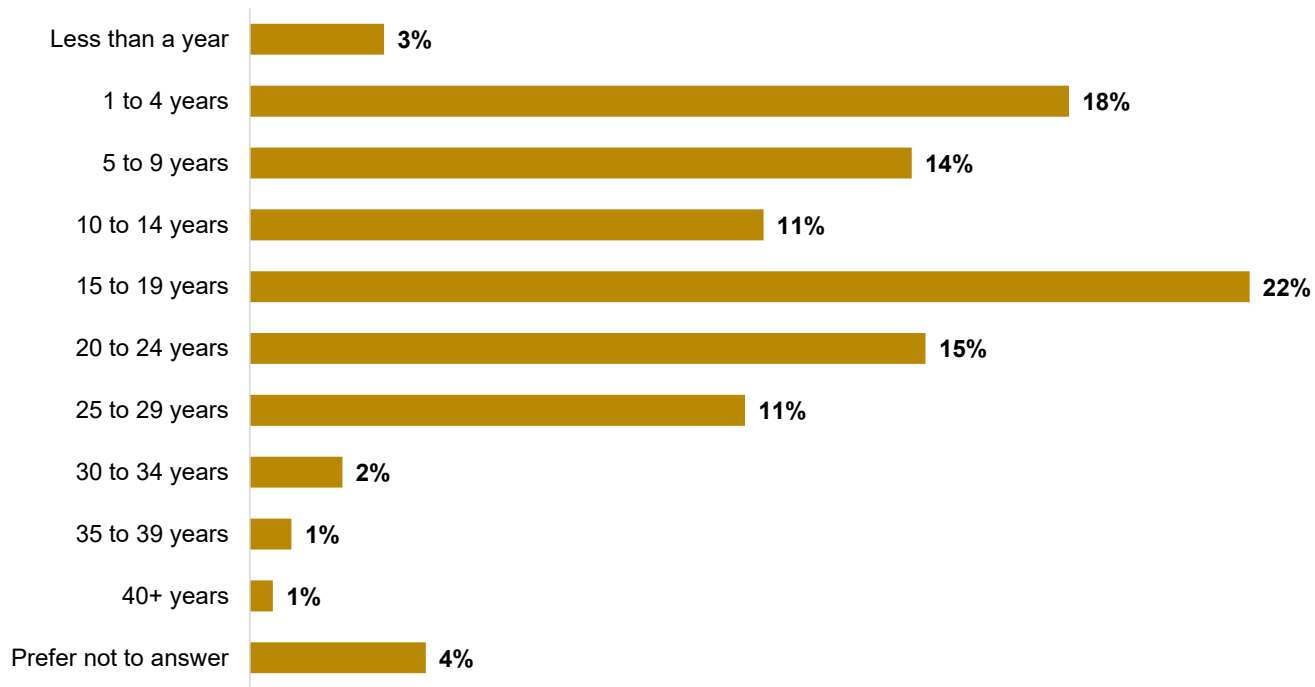
Sample Size: n=560

Framework: All respondents



Time of Service

A plurality of respondents (22%) have worked at the service for 15 to 19 years, followed by 1 to 4 years (18%), and 20 to 25 years (15%).



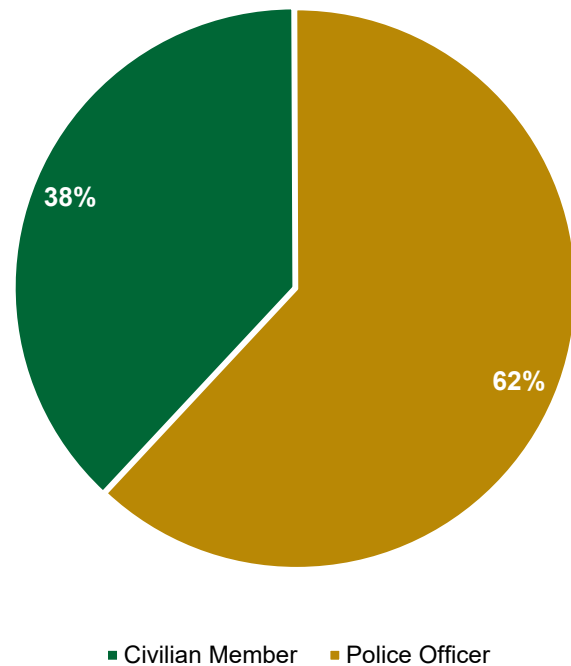
- Respondents in management roles (28%) were significantly more likely to have worked for the Halton Police for 15 to 19 years compared to those who are not (19%); and
- Respondents working in 12 Division (25%) were more likely to have worked for the Halton Police for 5-9 years than respondents working in the Regional Headquarters (11%).

Q3: How long have you worked at the service?
Sample Size: n=560
Framework: All respondents

Civilian Member or Police Officer



Around 3 in 5 (62%) respondents said they are a police officer.



- Respondents aged 55+ (65%) were significantly more likely to be a Civilian Member than those aged 16 to 34 (35%) or 35 to 54 (34%);
- Likewise, women (69%) were significantly more likely to be a Civilian Member than men (20%); and
- Respondents in the Regional Headquarters (59%) were significantly more likely to be a Civilian Member than respondents in 20 Division (20%), 30 Division (15%), and 12 Division (9%).

Q4: Are you...?

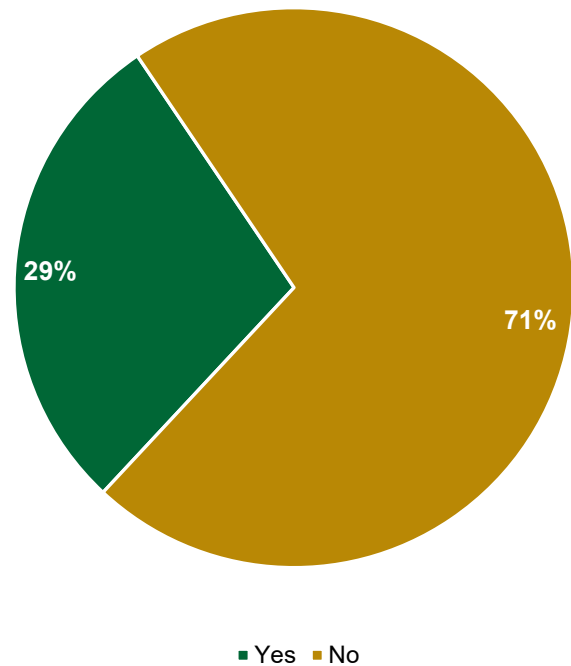
Sample Size: n=560

Framework: All respondents

Staff Reporting



Around 3 in 10 (29%) respondents have staff reporting directly to them.



- Respondents aged 35 to 54 (35%) and 55+ (28%) were significantly more likely to have staff reporting to them than those aged 16 to 34 (8%); and
- Respondents who identify as men (36%) were significantly more likely to have staff reporting to them compared to those who identify as women (17%).

Q5: Do you have staff reporting directly to you?

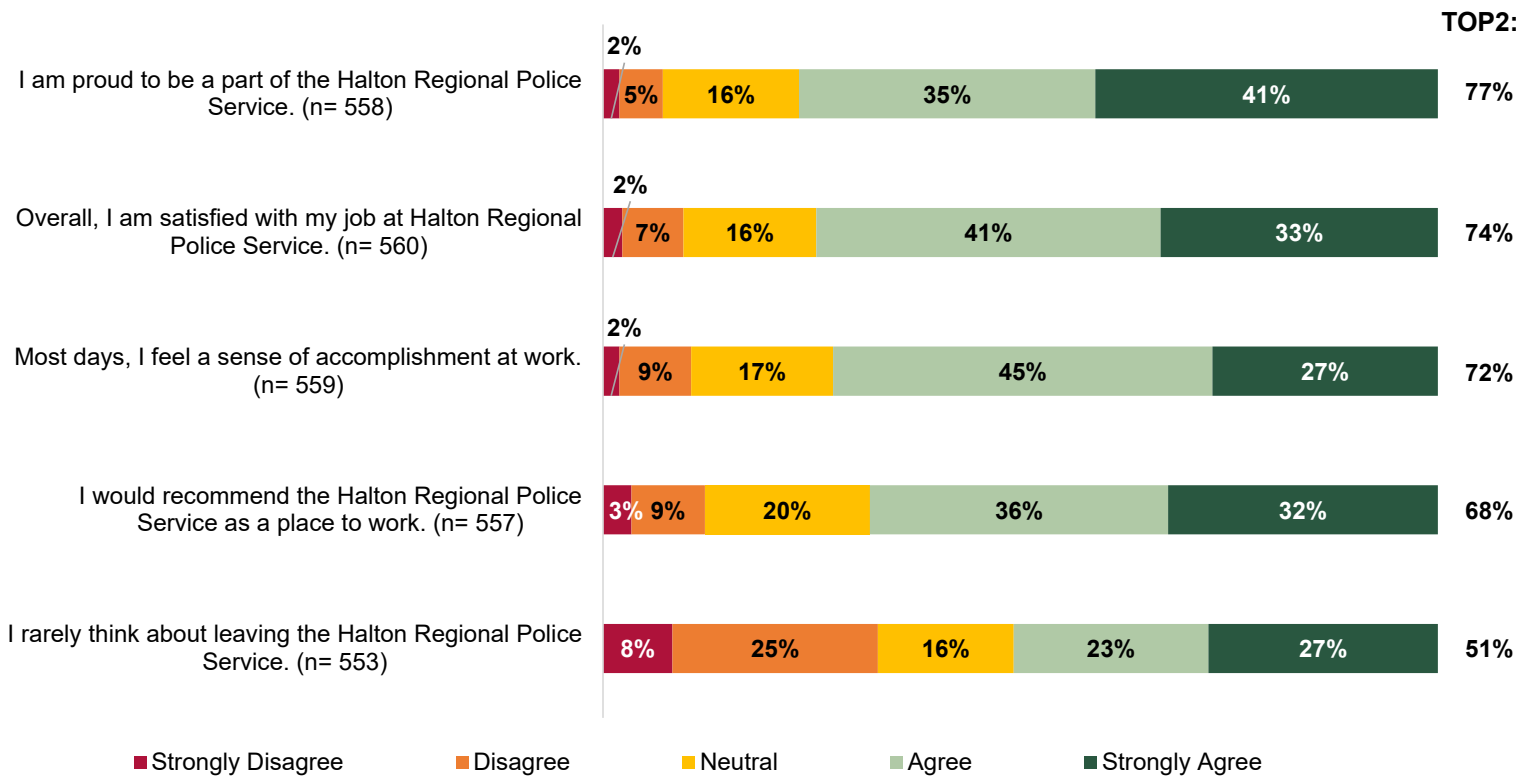
Sample Size: n=560

Framework: All respondents

Engagement



More than 3 in 4 (TOP2: 77%) respondents said they are proud to be a part of the Halton Regional Police Service.



- Respondents who work in the Regional Headquarters (TOP2: 84%) were significantly more likely to be proud to be a part of the HRPS than those who work in 12 Division (TOP2: 71%) or 20 Division (TOP2: 69%).
- Furthermore, respondents who are in Management (TOP2: 76%) were significantly more likely to recommend the HRPS as a place to work than those who are not in management (TOP2: 65%).
- In contrast, respondents between the ages of 16 to 34 (BTM2: 36%) and 35 to 54 (BTM2: 30%) were significantly more likely to rarely think about leaving the HRPS than those aged 55+ (18%).
- Likewise, respondents who work in 12 Division (BTM2: 42%) were significantly more likely to rarely think about leaving the HRPS than those who work in the Regional Headquarters (BTM2: 26%).

Q6: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements

Sample Size: See chart

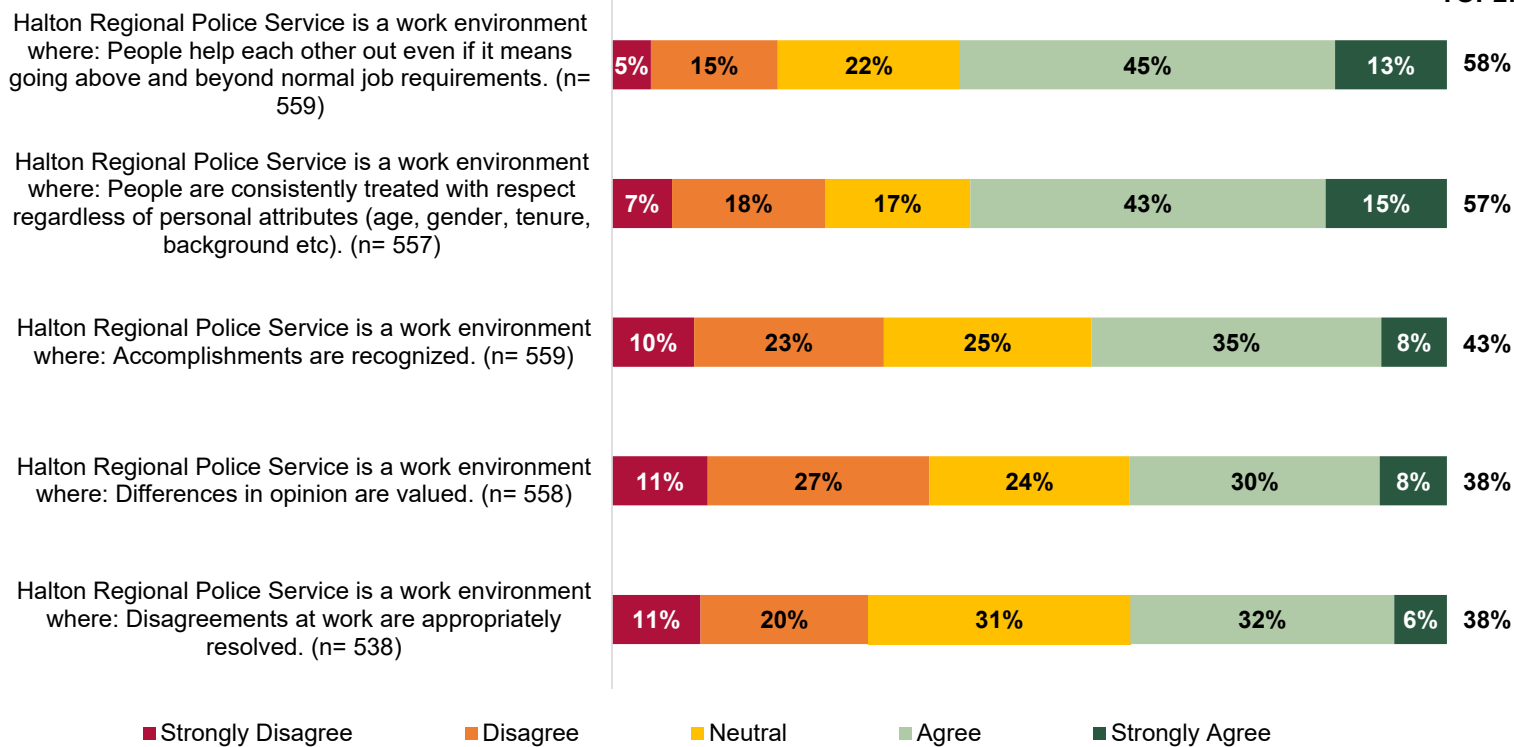
Framework: All respondents; excluding don't know and prefer not to answer



Workplace Culture



Nearly 3 in 5 (TOP2: 58%) respondents agree that people help each other out even if it means going above and beyond normal job requirements.



- Respondents who work in Management roles (TOP2: 67%) were significantly more likely to agree that people are consistently treated with respect, regardless of personal attributes, compared to respondents who do not (TOP2: 53%);
- Furthermore, respondents who identify as men (TOP2: 45%) were significantly more likely to agree that differences in opinion are valued than respondents who identify as women (TOP2: 34);
- In contrast, respondents aged 16 to 34 (BTM2: 40%) were significantly less likely to agree that accomplishments are recognized in the HRPS than those aged 35 to 54 (BTM2: 28%) and 55+ (BTM2: 28%); and
- Meanwhile, respondents who work in the 30 Division (BTM2: 37%) and Regional Headquarter (BTM2: 33%) were significantly less likely to agree that disagreements at work are appropriately resolved compared to those in Division 12 (BTM2: 18%).

Q7: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. Halton Regional Police Service is a work environment where:

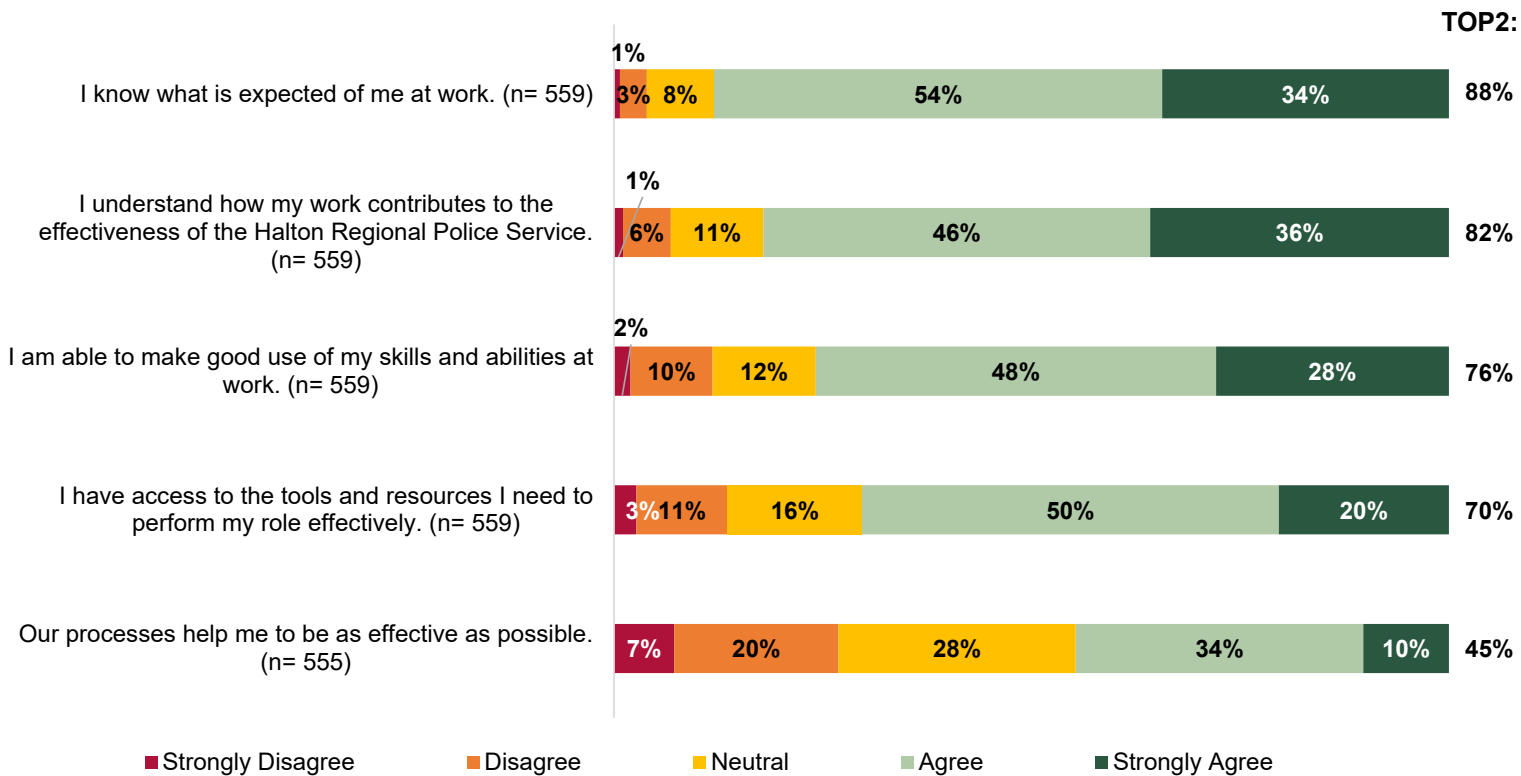
Sample Size: See chart

Framework: All respondents; excluding don't know and prefer not to answer

Empowerment



Nearly 9 in 10 (TOP2: 88%) respondents said they know what is expected of them at work.



- Respondents who work in the Regional Headquarters (TOP2: 91%) were significantly more likely to agree that they know what is expected of them at work, compared to those who work in 12 Division (TOP2: 79%);
- Meanwhile, respondents aged 55+ (TOP2: 91%) were significantly more likely to say they understand how their work contributes to the effectiveness of the HRPS than those aged 16 to 34 (TOP2: 77%);
- In contrast, respondents in 12 Division (BTM2: 28%) were significantly less likely to agree that they have the tools and resources they need to perform their roles effectively compared to those in 20 Division (BTM2: 12%) and Regional Headquarters (BTM2: 9%).

Q8: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements.

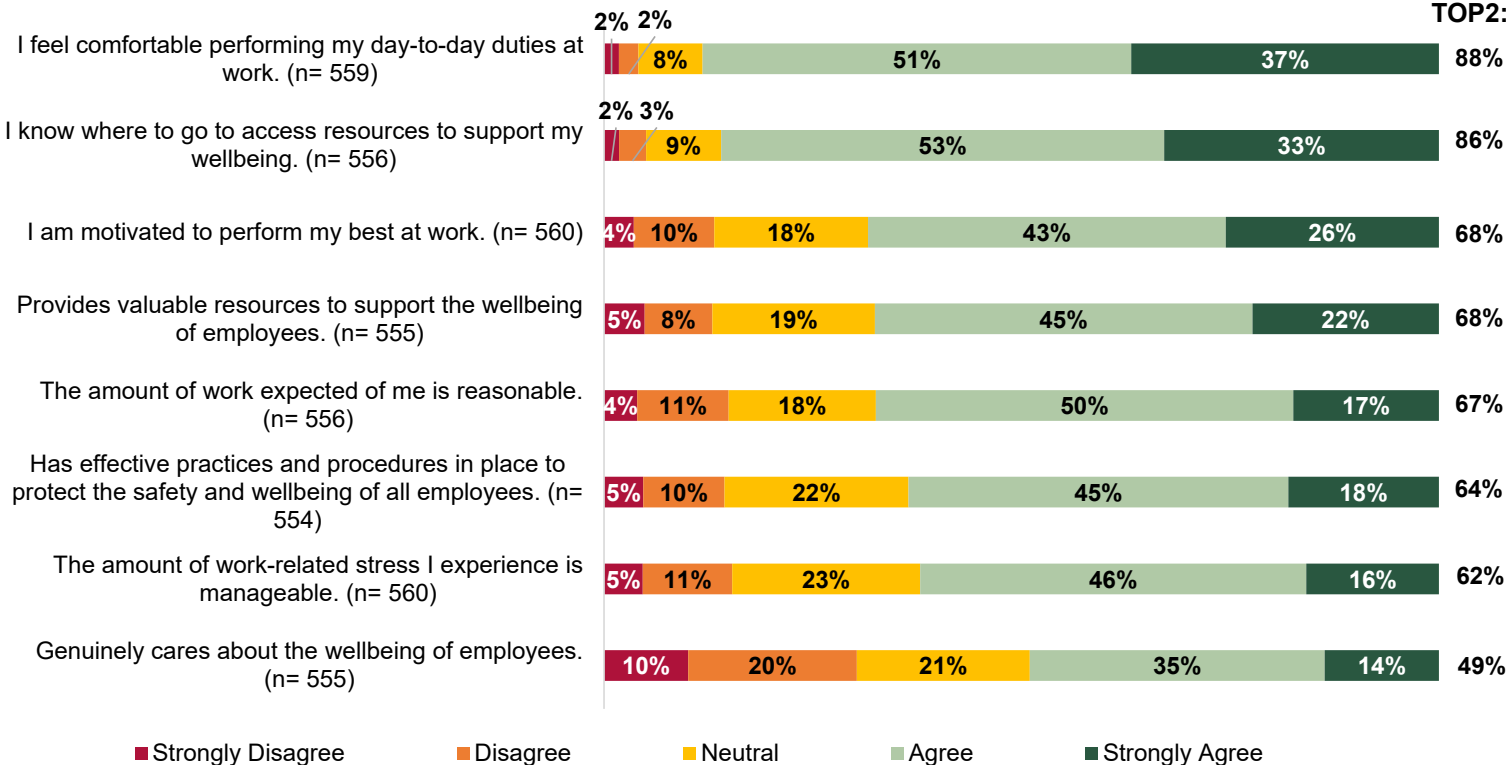
Sample Size: See chart

Framework: All respondents; excluding don't know and prefer not to answer

Wellbeing and Safety



Nearly 9 in 10 (TOP2: 88%) respondents agree that they feel comfortable performing their day-to-day duties at work



- Respondents who are Civilian Members (TOP2: 76%) were significantly more likely to think that the HRPS provides valuable resources to support the wellbeing of employees compared to Police Officers (TOP2: 62%);
- Meanwhile, respondents who work in the Regional Headquarters (TOP2: 73%) and in 20 Division (TOP2: 70%) were significantly more likely to say they are motivated to perform their best at work compared to those who work in 12 Division (TOP2: 53%);
- In contrast, respondents who are not in Management roles (BTM2: 17%) were significantly less likely to say that the amount of work-related stress they experience is manageable compared to those who are in Management roles (BTM2:10%); and
- Likewise, respondents aged 16 to 34 (BTM2: 32%) and 35 to 54 (BTM2: 30%) were significantly less likely to think that the HRPS genuinely cares about the wellbeing of employees compared to those aged 55+ (BTM2: 16%).

Q9: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. The Halton Regional Police Service:

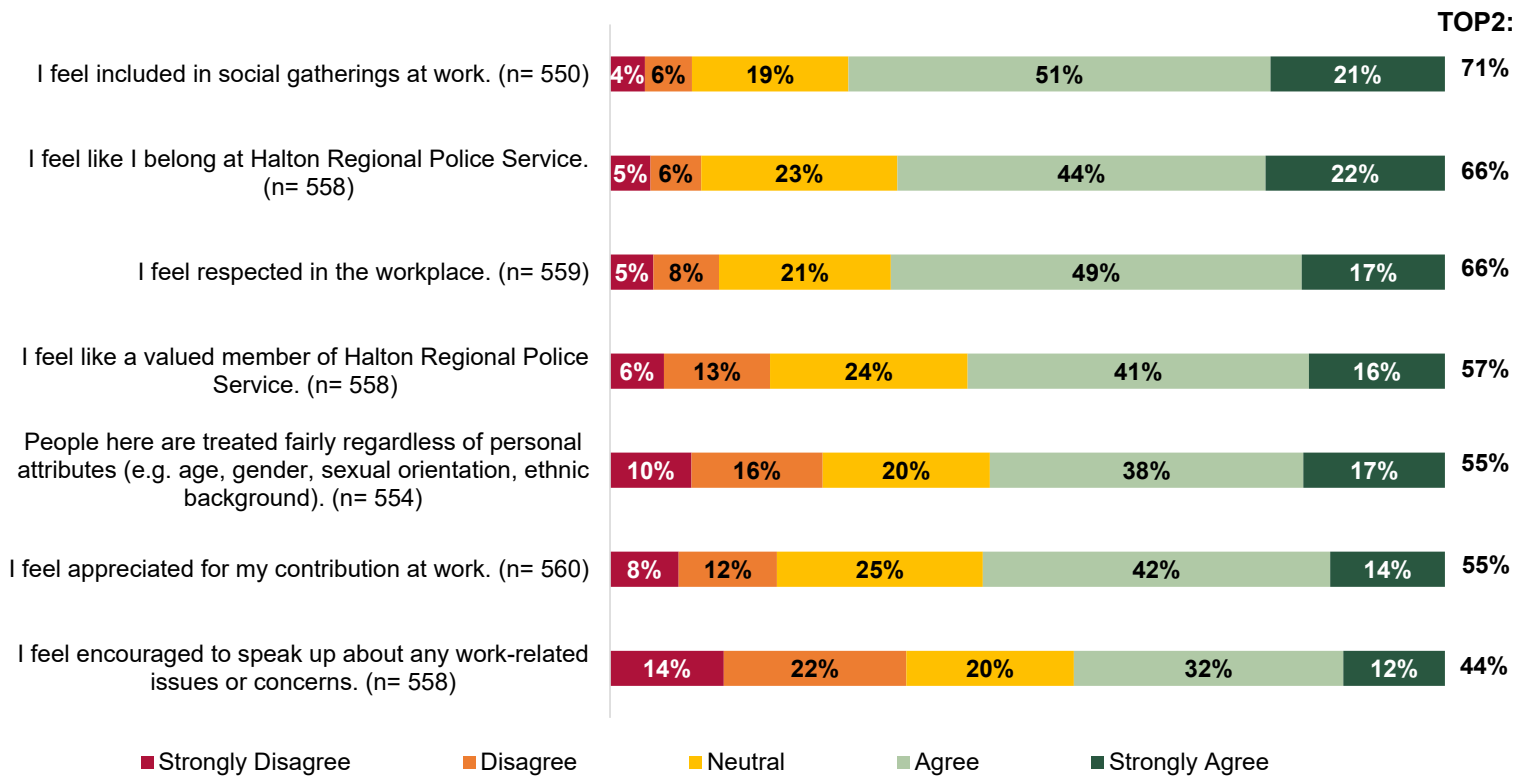
Sample Size: See chart

Framework: All respondents; excluding don't know and prefer not to answer

Inclusion



Around 7 in 10 (TOP2: 71%) respondents feel that they are included in social gatherings at work.



Q10: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements.

Sample Size: See chart

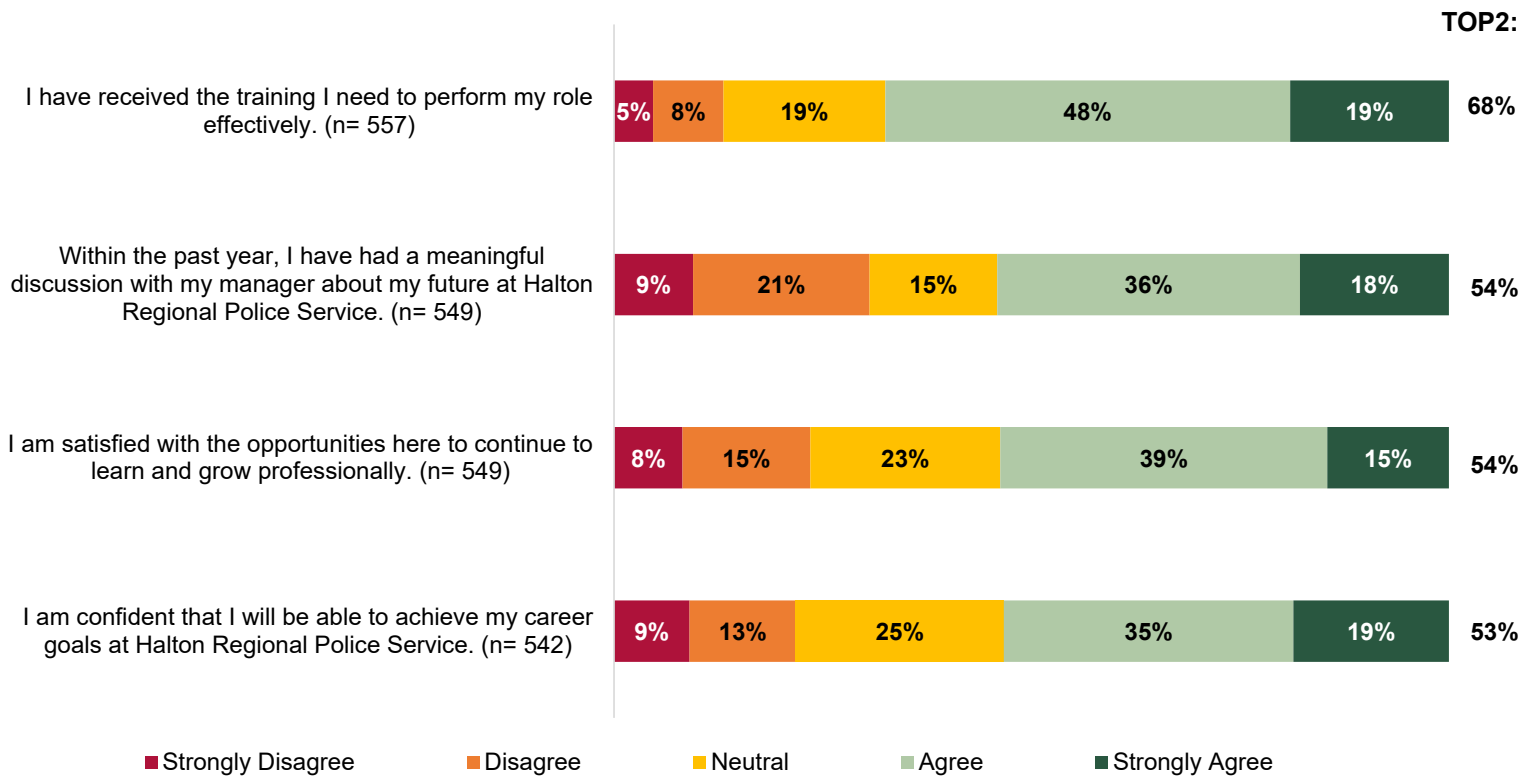
Framework: All respondents; excluding don't know and prefer not to answer

- Respondents aged 55+ (TOP2: 83%) were significantly more likely to say they feel like they belong at HRPS compared to those aged 35 to 54 (TOP2: 64%);
- Meanwhile, respondents who are in Management roles (TOP2: 78%) were significantly more likely to say they feel respected in the workplace compared to those that are not in Management (TOP2: 62%);
- In contrast, respondents in 12 Division (BTM2: 46%), 30 Division (BTM2: 45%) and 20 Division (BTM2: 40%) were significantly less likely to say they feel encouraged to speak up about any work-related issues or concerns than those in the Regional Headquarters (BTM2: 28%); and
- Furthermore, respondents who identify as Women (BTM2: 30%) were significantly less likely to agree that people are treated fairly regardless of personal attributes than those who identify as Men (BTM2: 16%).



Professional Development

Nearly 7 in 10 (TOP2: 68%) respondents said they receive the training they need to perform their roles effectively.



- Respondents between the ages 16 to 34 (TOP2: 67%) were significantly more likely to be satisfied with the opportunities to continue to learn and grow professionally at HRPS than those aged 35 to 54 (TOP2: 53%);
- Furthermore, respondents who are Police Officers (TOP2: 59%) were significantly more likely to agree that they have had a meaningful discussion with their manager about their future at HRPS than those who are Civilian Members (TOP2: 46%); and
- In contrast, respondents in 30 Division (BTM2: 26%) or the Regional Headquarters (BTM2: 13%) were significantly less likely to agree that they have received the training they need to perform their role effectively than those in 20 Division (BTM2: 6%).

Q11: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements.

Sample Size: See chart

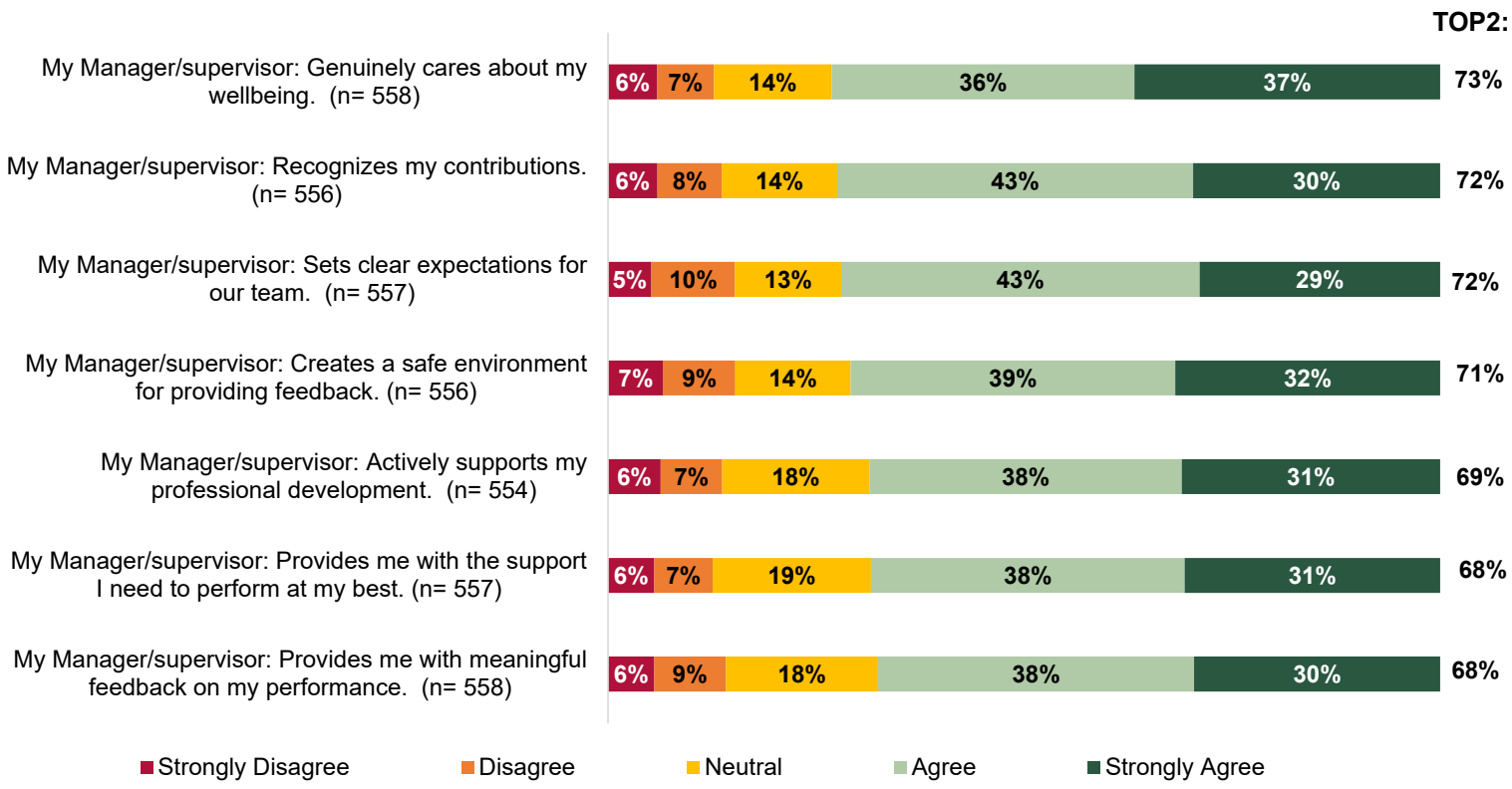
Framework: All respondents; excluding don't know and prefer not to answer





Leadership: Manager/ Supervisor

Nearly 3 in 4 (TOP2: 73%) respondents agree that the person to whom they report directly to genuinely cares about their wellbeing.



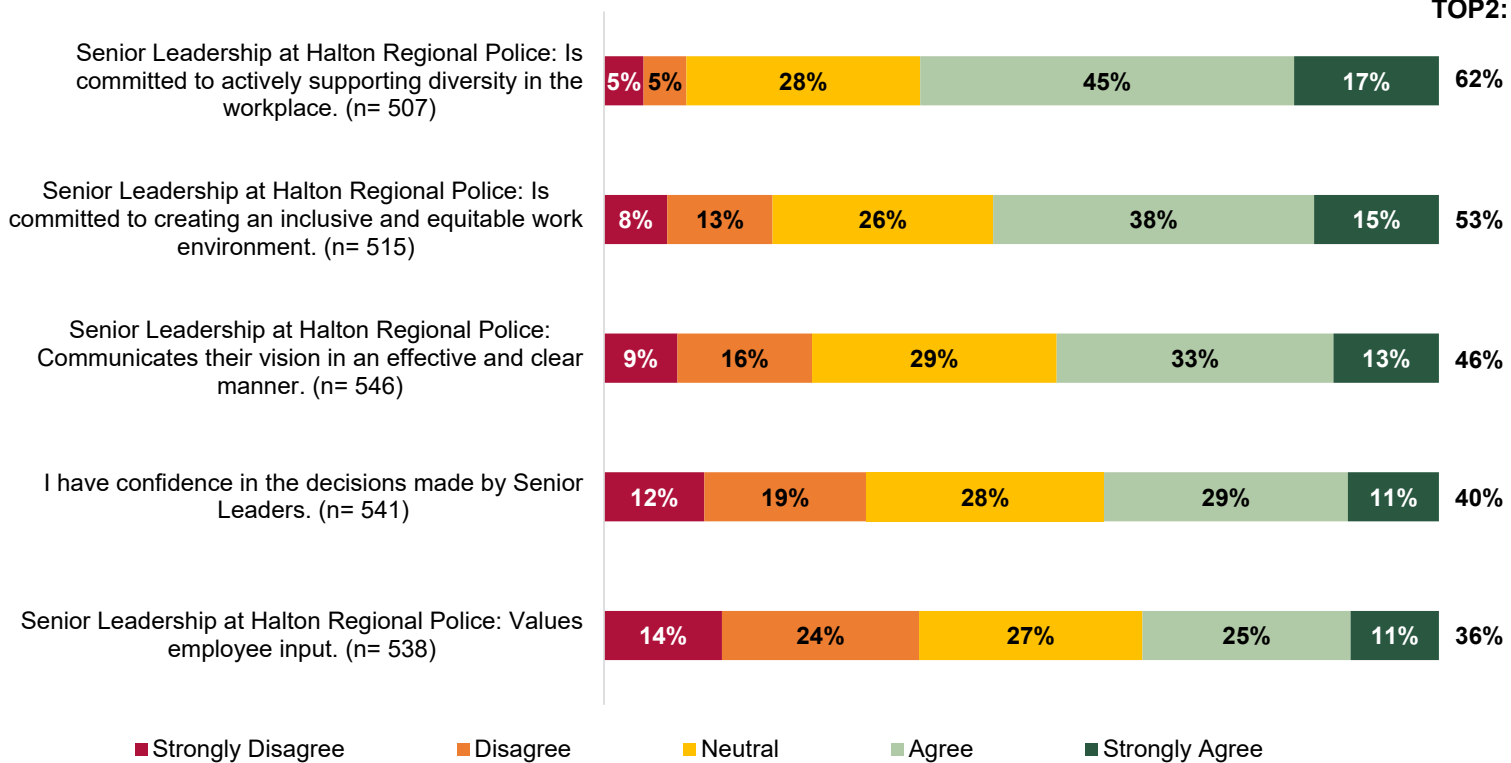
- Respondents in 12 Division (TOP2: 75%) and in the Regional Headquarters (TOP2: 72%) were significantly more likely to agree that their manager or supervisor provides them with the support they need to perform their best compared to those in 20 Division (TOP2: 61%);
- Furthermore, respondents who are in Management roles (TOP2: 79%) were significantly more likely to agree that their manager or supervisor creates a safe environment for providing feedback compared to those that are not in Management (TOP2: 63%);
- In contrast, respondents who identify as women (BTM2: 20%) were significantly less likely to agree that their manager or supervisor sets clear expectations for their team than those who identify as men (BTM2: 12%); and
- Likewise, respondents between the ages of 35 to 54 (BTM2: 15%) and 55+ (BTM2: 15%) were significantly less likely to agree that their manager or supervisor actively supports their professional development than those between the ages of 16 to 34 (BTM2: 4%).

Q12: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. My Manager/supervisor (the person to whom you directly report):
Sample Size: See chart
Framework: All respondents; excluding don't know and prefer not to answer



Leadership: Senior/ Executive

More than 3 in 5 respondents (TOP2: 62%) believe that Senior Leadership is committed to actively supporting diversity in the workplace.



- Respondents in Management roles (TOP2: 49%) were significantly more likely to say that Senior Leadership values employee input compared to those who are not (TOP2: 30%);
- Likewise, respondents who are Civilian Members (TOP2: 43%) were significantly more likely to say that Senior Leadership values employees input than Police Officers (TOP2: 31%); and
- In contrast, respondents in 30 Division (BTM2: 41%), 12 Division (BTM2: 39%) and 20 Division (BTM2: 35%) were significantly less confident in the decisions made by Senior Leader compared to those in the Regional Headquarters (BTM2: 24%).

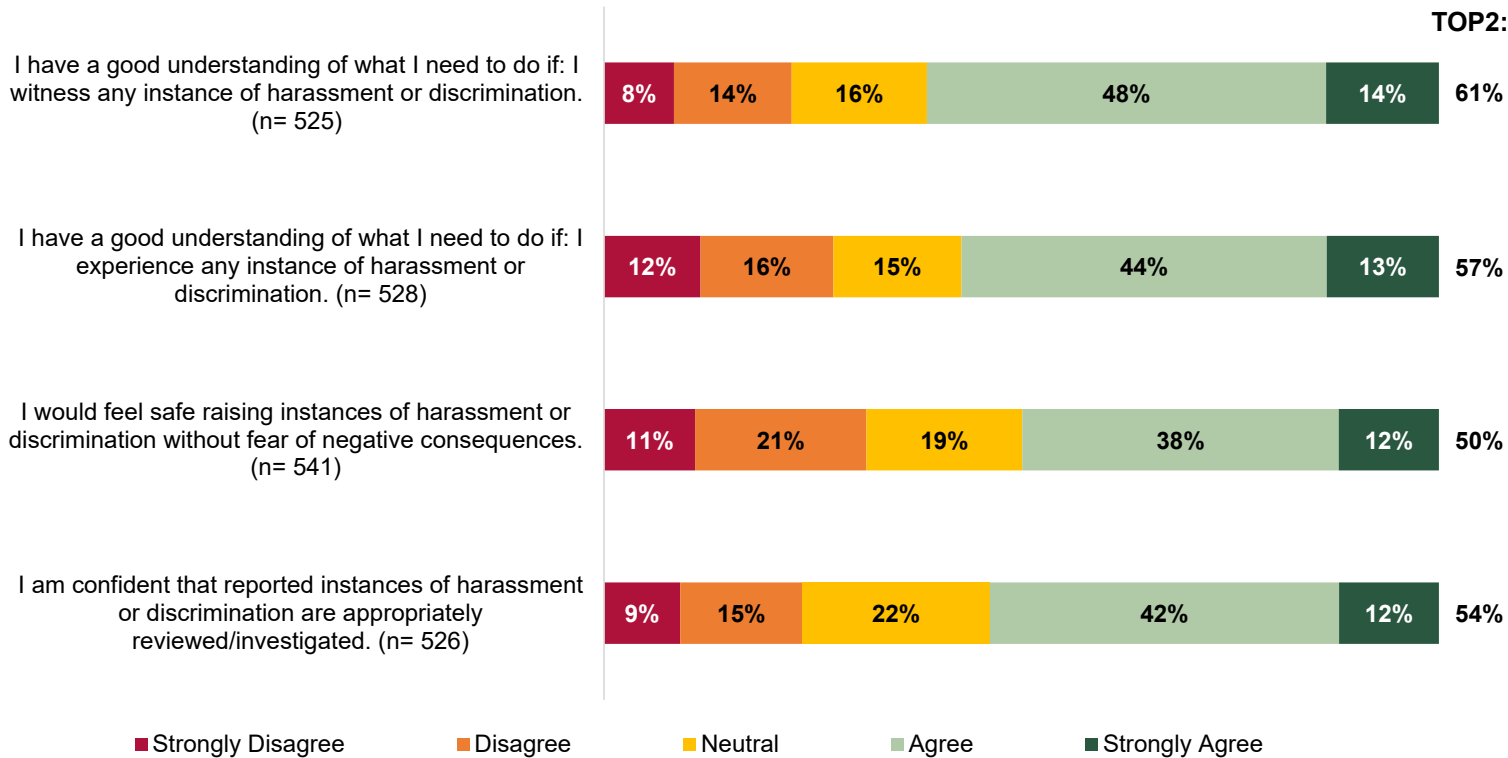
Q12: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. Senior [Executive] Leadership at Halton Regional Police (Sr. Leadership Team or Executive Command):
Sample Size: See chart
Framework: All respondents; excluding don't know and prefer not to answer





Harassment and Discrimination

More than 3 in 5 respondents (TOP2: 61%) agree that they have a good understanding of what they need to do if they witness any instance of harassment or discrimination.



- Respondents who identify as men (TOP2: 63%) were significantly more likely to feel safe raising instances of harassment or discrimination without fear of negative consequences than those who identify as women (TOP2: 40%); and
- In contrast, respondents who work in 30 Division (BTM: 36%) or 20 Division (BTM2: 27%) were significantly less likely to feel confident that reported instances of harassment or discrimination are appropriately reviewed/investigated than those in 12 Division (BTM2: 13%).

Q13: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. I have a good understanding of what I need to do if:

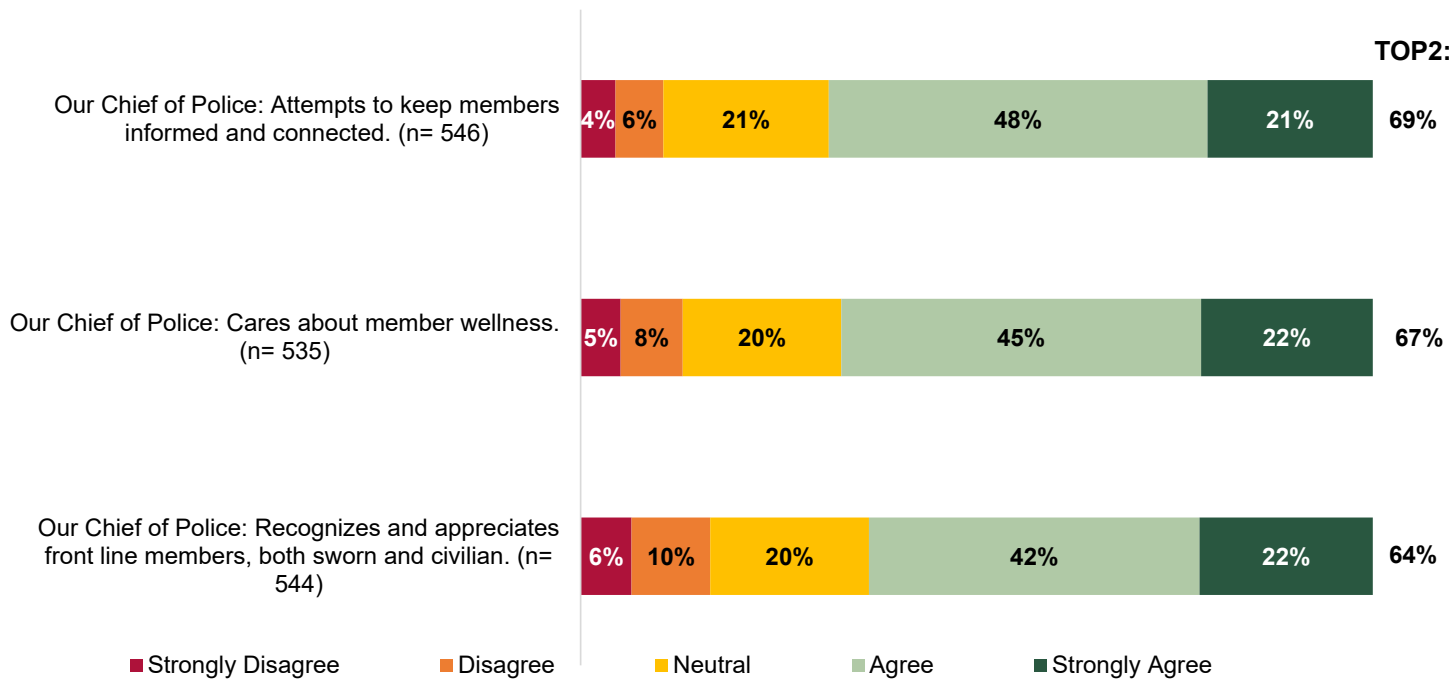
Sample Size: See chart

Framework: All respondents; excluding don't know and prefer not to answer

Chief of Police



Nearly 7 in 10 (TOP2: 69%) respondents agree that their Chief of Police attempts to keep members informed and connected.



- Respondents in the Regional Headquarters (TOP2: 70%) were significantly more likely to agree that their Chief of Police recognizes and appreciated front line members, both sworn and civilian when compared to those in 12 Division (TOP2: 53%);
- Meanwhile, respondents aged 55+ (TOP2: 81%) were more significantly likely to agree that their Chief of Police cares about member wellness than those aged 16 to 34 (TOP2: 61%);
- In contrast, respondents who are not in Management roles (BTM2: 17%) were significantly less likely to agree that their Chief of Police cares about member wellness than those who are in Management roles (BTM2: 4%); and
- Furthermore, respondents who work in 12 Division (BTM2: 22%) were significantly less likely to agree that their Chief of Police attempts to keep members informed and connected than those in 20 Division (BTM2: 9%) and the Regional Headquarters (BTM2: 6%).

Q14: For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. Our Chief of Police:

Sample Size: See chart

Framework: All respondents; excluding don't know and prefer not to answer



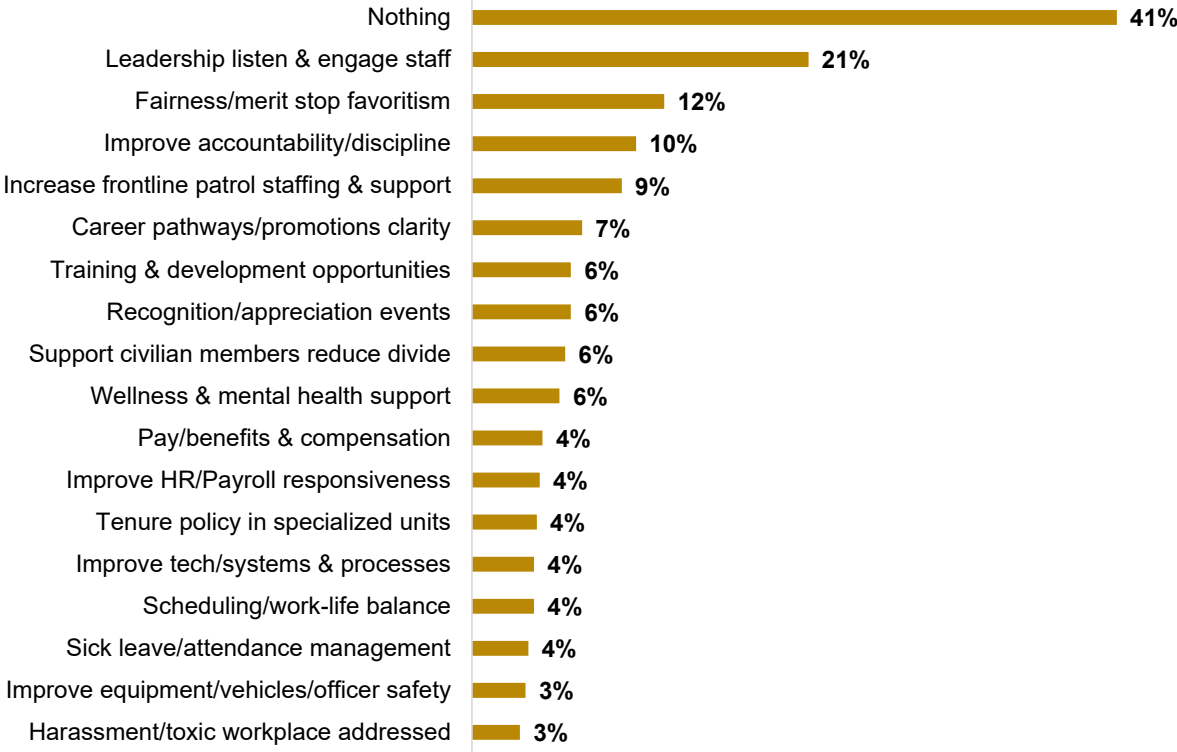
OPEN-ENDS





Supporting Employees

A plurality (41%) of respondents believe there is nothing the HRPS could do to better support their employees. However, around 1 in 5 (21%) respondents said the HRPS leadership should listen and engage with staff.



- Respondents who identify as women (14%) were significantly more likely to be concerned about the HRPS improving accountability/discipline than those who identify as men (7%);
- Respondents in 12 Division (19%) were significantly more likely to be concerned with increasing frontline patrol staffing & support than those in the Regional Headquarters (5%); and
- Respondents in 30 Division (15%) were significantly more likely to believe the HRPS can improve training and development opportunities compared to those in the Regional Headquarters (6%).

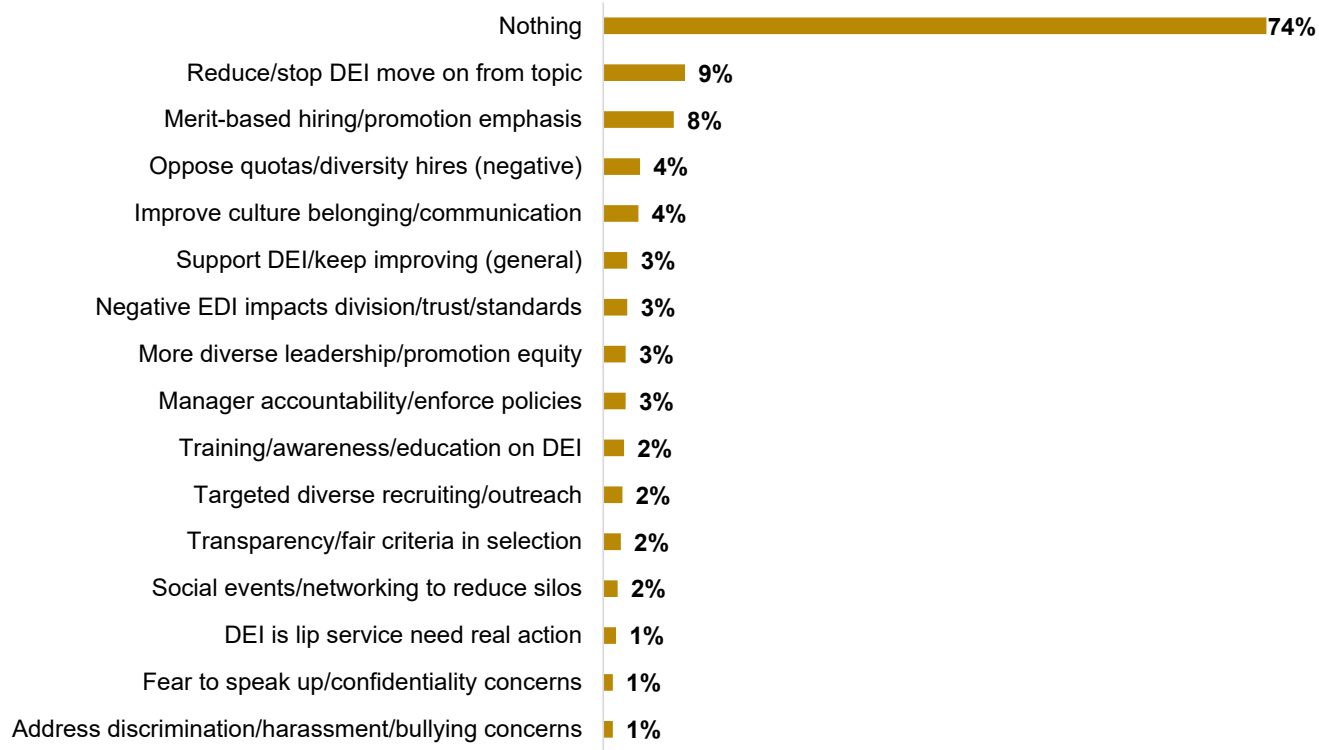
Q15: What can the Halton Regional Police Service do, if anything, to better support their employees?
Sample Size: n=560
Framework: All respondents
**Note: Response options <3% are not displayed in the chart.*





Improving DEI in the Workplace

Nearly 3 in 4 respondents (74%) did not have any suggestions to improve diversity, equity and inclusion in the workplace. For those who did have suggestions, 9% said to reduce/stop DEI.



- Respondents who identify as men (10%) were significantly more likely to say that HRPS should reduce/stop DEI than those who identify as women (3%).
- Likewise, respondents who are Police Officers (13%) were significantly more likely to say that HRPS should reduce/stop DEI than Civilian Members (3%).

Q16. What suggestions do you have if any, to improve diversity, equity, and inclusion in our workplace?

Sample Size: n=560

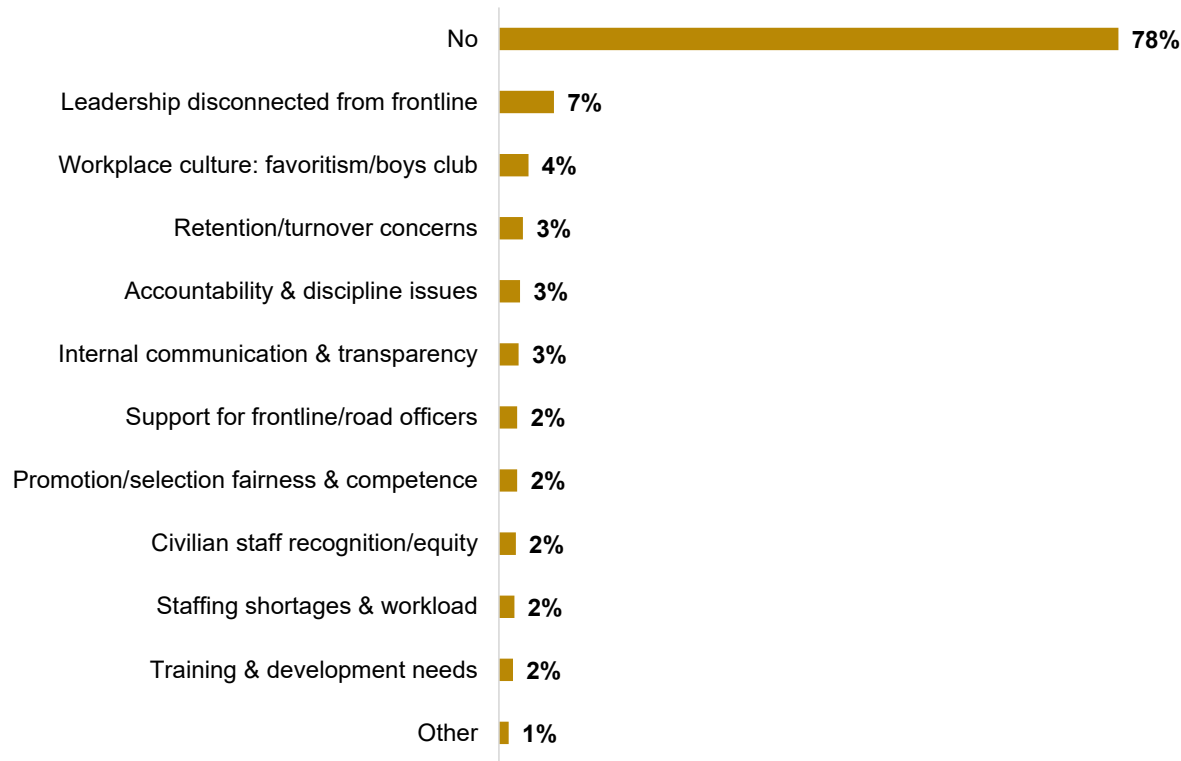
Framework: All respondents

*Note: Response options <3% are not displayed in the chart.



Additional Thoughts

Nearly 4 in 5 (78%) respondents did not have any comments. However, 7% of respondents said there is a disconnect between leadership and the frontline.



- Respondents in 30 Division (17%) were significantly more likely to say there is a disconnect between leadership and the frontline than those in the Regional Headquarters (5%) and 12 Division (4%).

Q17: Is there any additional information or feedback you would like to share?

Sample Size: n=560

Framework: All respondents

*Note: Response options <2% are not displayed in the chart.



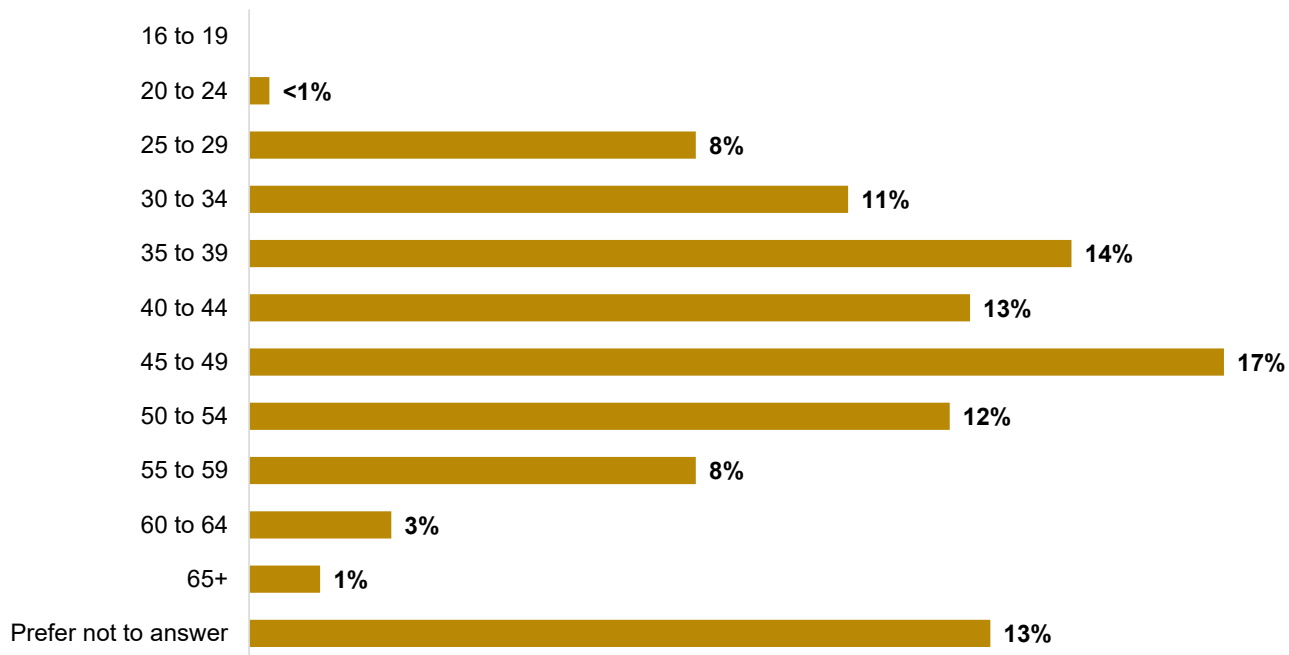
DEMOGRAPHICS



Demographics



A plurality (17%) of respondents are between the ages of 45 to 49.



D1: First, what age group do you belong to?

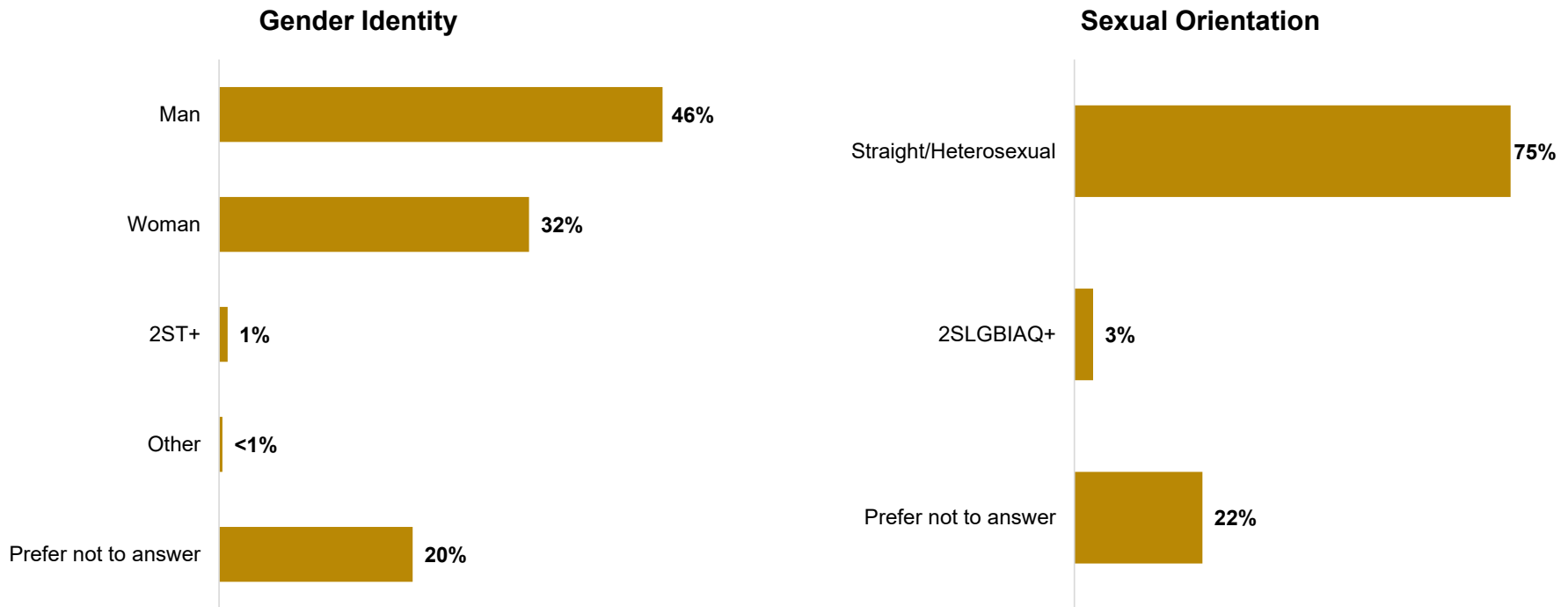
Sample Size: n=560

Framework: All respondents

Demographics



Nearly half (46%) of the respondents describe their gender identity as a man. Meanwhile, 3 in 4 (75%) respondents describe their sexual orientation as straight/heterosexual.



D5: What gender identity do you identify with? / D6: What best describes your sexual orientation?

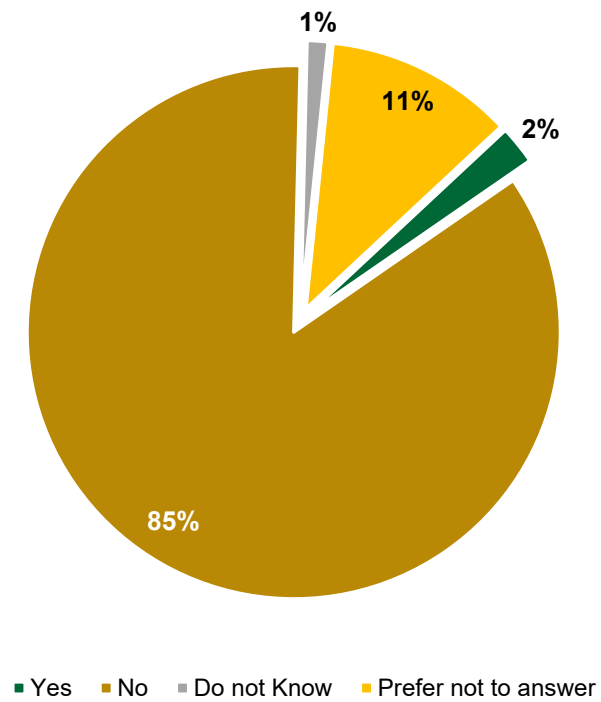
Sample Size: n=560

Framework: All respondents

Demographics



More than 4 in 5 (85%) respondents do not identify as a person with a disability.



D2: Do you identify as a person with a disability?

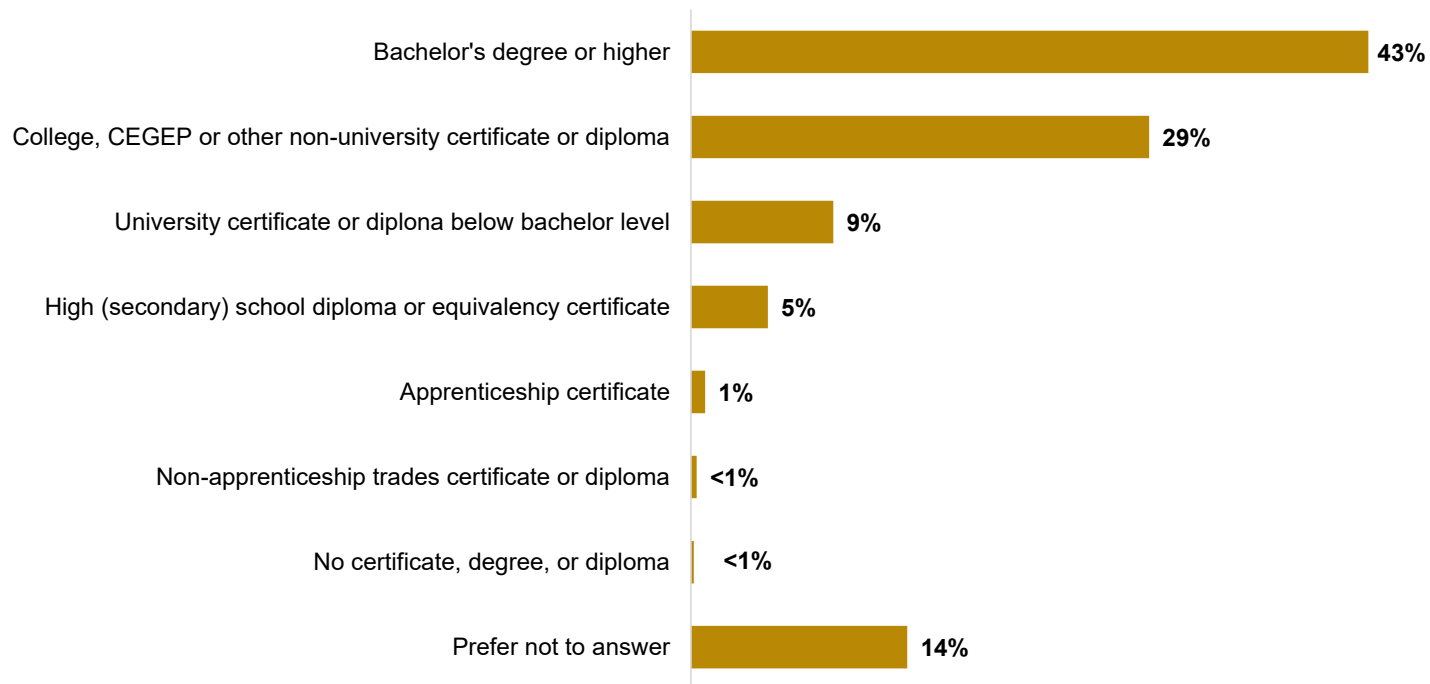
Sample Size: n=560

Framework: All respondents

Demographics



A plurality (43%) of respondents have completed a bachelor's degree or higher.



D7: What is the highest level of education you have completed?

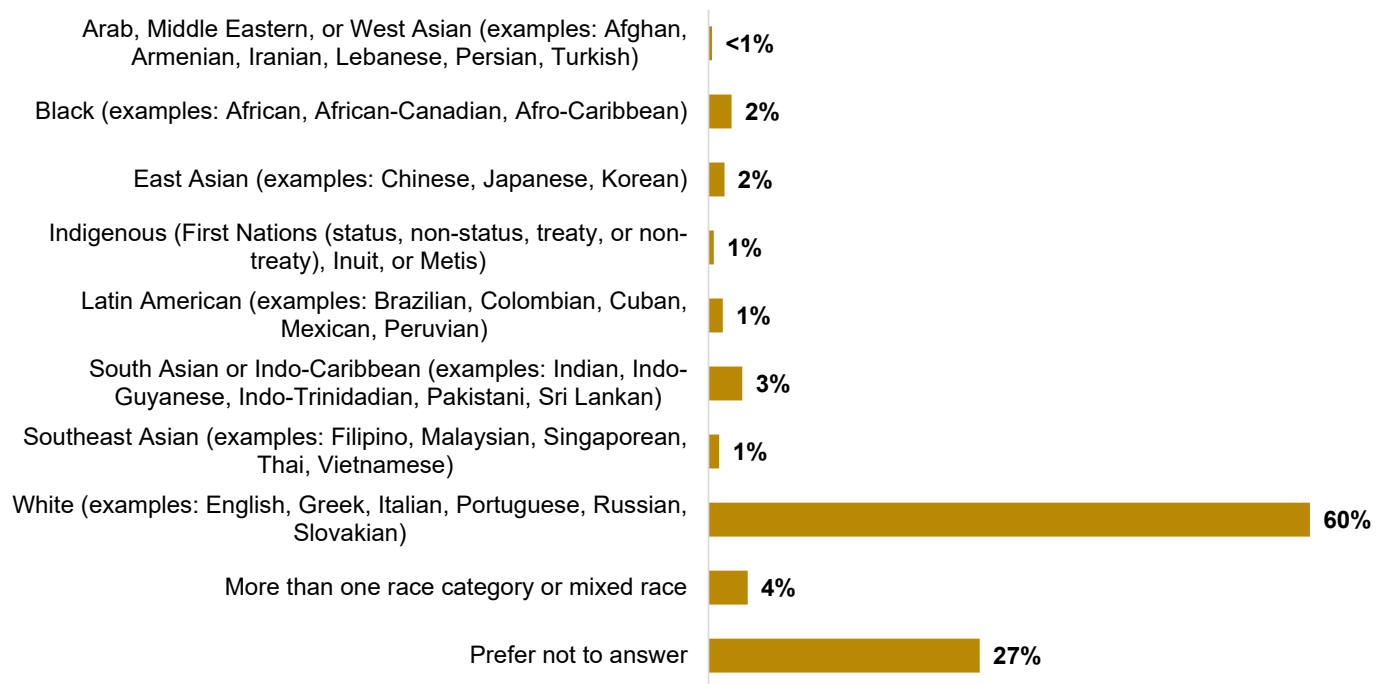
Sample Size: n=560

Framework: All respondents

Demographics



3 in 5 (60%) respondents describe their race as White.



D4: Which race category best describes you? Please select all that apply.

Sample Size: n=560

Framework: All respondents



APPENDIX



Questionnaire



INTRODUCTION

Welcome to the Halton Police Board Engagement Survey!

We need **feedback on YOUR experience** so we can develop more effective ways of enhancing your experience and wellbeing at work.

To ensure confidentiality, the survey is being conducted by an external third-party, Forum Research Inc. Responses are anonymized and confidential. Results will be presented in aggregate form only. Both the Halton Police Board and the Halton Police Service will not have access to individual responses.

Your participation and feedback is important to us – be assured, we’re listening.

Press 'Next' to continue.

Questionnaire



The first few questions are about your employment:

Q1. What district are you currently assigned to at the Halton Regional Police Service?

1. Regional Headquarters
2. 1 District Georgetown (11 Division)
3. 1 District Milton (12 Division)
4. 2 District Oakville (20 Division)
5. 3 District Burlington (30 Division)

Q2. What is your employment status with Halton Regional Police Service?

1. Full time, permanent
2. Part time, permanent
3. Full time, temporary
4. Part time, temporary
5. Temporary as required
6. Volunteer

Q3. How long have you worked at the service?

1. Less than a year
2. 1 to 4 years
3. 5 to 9 years
4. 10 to 14 years
5. 15 to 19 years
6. 20 to 24 years
7. 25 to 29 years
8. 30 to 34 years
9. 35 to 39 years
10. 40+ years
99. Prefer not to answer

Q4. Are you...?

1. Civilian Member
2. Police Officer

Q5. Do you have staff reporting directly to you?

1. Yes
2. No

Questionnaire



For the next set of questions, please indicate the extent to which you agree or disagree with each of the following statements. **[RANDOMIZE STATEMENTS WITHIN EACH QUESTION]**

Q6 Engagement	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
A. I am proud to be a part of the Halton Regional Police Service.							
B. I would recommend the Halton Regional Police Service as a place to work.							
C. Overall, I am satisfied with my job at Halton Regional Police Service.							
D. Most days, I feel a sense of accomplishment at work.							
E. I rarely think about leaving the Halton Regional Police Service.							

Q7 Workplace Culture	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
Halton Regional Police Service is a work environment where:							
A. People are consistently treated with respect regardless of personal attributes (age, gender, tenure, background etc).							
B. Differences in opinion are valued.							
C. Accomplishments are recognized.							
D. Disagreements at work are appropriately resolved.							
E. People help each other out even it means going above and beyond normal job requirements.							

Questionnaire



Q8 Empowerment	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
A. I know what is expected of me at work.							
B. I understand how my work contributes to the effectiveness of the Halton Regional Police Service.							
C. I am able to make good use of my skills and abilities at work.							
D. I have access to the tools and resources I need to perform my role effectively.							
E. Our processes help me to be as effective as possible.							

Q9 Wellbeing (incl safety)	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
The Halton Regional Police Service:							
A. Genuinely cares about the wellbeing of employees.							
B. Provides valuable resources to support the wellbeing of employees.							
C. Has effective practices and procedures in place to protect the safety and wellbeing of all employees.							
D. I feel comfortable performing my day-to-day duties at work.							
E. I know where to go to access resources to support my wellbeing.							
F. The amount of work expected of me is reasonable.							
G. I am motivated to perform my best at work.							
H. The amount of work-related stress I experience is manageable.							

Questionnaire



Q10 Inclusion	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
<p>A. I feel like I belong at Halton Regional Police Service.</p> <p>B. People here are treated fairly regardless of personal attributes (e.g. age, gender, sexual orientation, ethnic background).</p> <p>C. I feel respected in the workplace.</p> <p>D. I feel included in social gatherings at work.</p> <p>E. I feel appreciated for my contribution at work.</p> <p>F. I feel encouraged to speak up about any work-related issues or concerns.</p> <p>G. I feel like a valued member of Halton Regional Police Service.</p>							

Q11 Professional Development	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
<p>A. I have received the training I need to perform my role effectively.</p> <p>B. I am satisfied with the opportunities here to continue to learn and grow professionally.</p> <p>C. Within the past year, I have had a meaningful discussion with my manager about my future at Halton Regional Police Service.</p> <p>D. I am confident that I will be able to achieve my career goals at Halton Regional Police Service.</p>							

Questionnaire



Q12 Leadership	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
<p>My Manager/supervisor (the person to whom you directly report):</p> <ul style="list-style-type: none"> A. Provides me with the support I need to perform at my best. B. Genuinely cares about my wellbeing. C. Provides me with meaningful feedback on my performance. D. Creates a safe environment for providing feedback. E. Sets clear expectations for our team. F. Actively supports my professional development. G. Recognizes my contributions. 							
<p>Q12. Senior [Executive] Leadership at Halton Regional Police (Sr. Leadership Team or Executive Command):</p> <ul style="list-style-type: none"> A. Values employee input. B. Is committed to actively supporting diversity in the workplace. C. Communicates their vision in an effective and clear manner. D. I have confidence in the decisions made by Senior Leaders. E. Is committed to creating an inclusive and equitable work environment. 							

Questionnaire



Q13 Harassment/discrimination	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
<p>I have a good understanding of what I need to do if:</p> <ul style="list-style-type: none"> A. I witness any instance of harassment or discrimination. B. I experience any instance of harassment or discrimination. C. I would feel safe raising instances of harassment or discrimination without fear of negative consequences. D. I am confident that reported instances of harassment or discrimination are appropriately reviewed/investigated. 							

Q14 Chief of Police	1- Strongly Disagree	2- Disagree	3- Neutral	4- Agree	5- Strongly Agree	97- Don't know / Not Applicab le	99- Prefer not to answer
<p>Our Chief of Police:</p> <ul style="list-style-type: none"> A. Recognizes and appreciates front line members, both sworn and civilian. B. Cares about member wellness. C. Attempts to keep members informed and connected. 							

Questionnaire



Q15. What can the Halton Regional Police Service do, if anything, to better support their employees?

50. [OPEN-TEXT FIELD]

2. Nothing

Q16. What suggestions do you have if any, to improve diversity, equity, and inclusion in our workplace?

50. [OPEN-TEXT FIELD]

2. Nothing

Q17. Is there any additional information or feedback you would like to share?

50. [OPEN-TEXT FIELD]

2. No

Questionnaire



To help us understand the experiences of segments of our workforce, please complete the following questions. Remember, responses are completely confidential. Results will be reported in aggregate only.

About You:

D1. First, what age group do you belong to?

1. 16 to 19
2. 20 to 24
3. 25 to 29
4. 30 to 34
5. 35 to 39
6. 40 to 44
7. 45 to 49
8. 50 to 54
9. 55 to 59
10. 60 to 64
11. 65+
99. Prefer not to answer

D2. Do you identify as a person with a disability?

1. Yes
2. No
97. Do not Know
99. Prefer Not to Answer

Questionnaire



D4. Which race category best describes you? Please select all that apply. **[MULTI-SELECT]**

1. Arab, Middle Eastern, or West Asian (examples: Afghan, Armenian, Iranian, Lebanese, Persian, Turkish)
2. Black (examples: African, African-Canadian, Afro-Caribbean)
3. East Asian (examples: Chinese, Japanese, Korean)
4. Indigenous (First Nations (status, non-status, treaty, or non-treaty), Inuit, or Metis)
5. Latin American (examples: Brazilian, Colombian, Cuban, Mexican, Peruvian)
6. South Asian or Indo-Caribbean (examples: Indian, Indo-Guyanese, Indo-Trinidadian, Pakistani, Sri Lankan)
7. Southeast Asian (examples: Filipino, Malaysian, Singaporean, Thai, Vietnamese)
8. White (examples: English, Greek, Italian, Portuguese, Russian, Slovakian)
9. More than one race category or mixed race
50. Not listed, please specify **[OPEN-END]**
99. Prefer not to answer **[EXCLUSIVE]**

D5. What gender identity do you identify with?

1. Man
2. Woman
3. Agender
4. [Bi-gender](#)
5. Gender fluid
6. Intersex
7. Non-binary
8. Questioning
9. Transgender Woman
10. Transgender Man
11. Two-Spirit
50. Not listed, please specify **[OPEN-END]**
99. Prefer not to answer

D6. What best describes your sexual orientation?

1. Straight/Heterosexual
2. Two-Spirit
3. Lesbian
4. Gay
5. Bisexual
6. Asexual
7. Pansexual
8. Queer
9. Questioning
50. Not listed, please specify **[OPEN-END]**
99. Prefer not to answer

D7. What is the highest level of education you have completed?

1. No certificate, degree, or diploma
2. High (secondary) school diploma or equivalency certificate
3. Non-apprenticeship trades certificate or diploma
4. Apprenticeship certificate
5. College, CEGEP or other non-university certificate or diploma
6. University certificate or diploma below bachelor level
7. Bachelor's degree or higher
99. Prefer not to answer