Timmins Police Service Board
POLICY

POLICY NUMBER: BP-AI-021

Policy Name:	Duty to Intervene and Report Without Fear of Reprisal
Legislative Reference/Authority:	*Community Safety and Policing Act and Regulation #410/23*
Replaces:	Policy – BP - AI – 21 (Formerly associated to the Police Services Act)
Last Revised:	April 10, 2026
Approved By:	Board Chair

BOARD POLICY

1. As prescribed in the *Community Safety and Policing Act* and through Regulation the Timmins 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 Timmins 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 Timmins 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 Timmins 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 3(b) where the interests of fairness require that a person’s identity be disclosed to one or more persons; and
    d. How members of the police service should ensure they are familiar with the procedures referred to in previous subsections as applicable, and the protections from reprisals for disclosing misconduct.

Dated this 29th day of October, 2026.

Signed electronically by the
Board Chair
Timmins Police Service Board