Timmins Police Service Board
POLICY

POLICY NUMBER: BP-AI-022

Policy Name:	Electronic Monitoring
Legislative Reference/Authority:	*Community Safety and Policing Act and Regulation(s), Bill 88, Working for Workers Act 2022*
Replaces:	Policy – BP - AI – 22 (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 Regulations 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 electronic monitoring that the Chief of Police shall establish procedures that are consistent with the requirements of the *Community Safety and Policing Act,* Regulations and Bill 88, *Working for Workers Act*, 2022 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. In the development of an Electronic Monitoring Procedure the Chief shall at minimum include the following information:

    a. Employees (will) accept/acknowledge/recognize that there is no expectation of privacy when using employer systems, including employer-owned computers, tablets, connected officer devices, networks, and other I.T. infrastructure;
    b. The Service is authorized to electronically monitor employees through the use of video/audio surveillance/monitoring equipment, computer monitoring, telephone monitoring, Electronic Access Controls and Global Positioning Systems, as outlined in this Policy, and for the purposes detailed in this Policy;
    c. The Chief of Police will ensure that all data that is captured as a result of workplace monitoring will be stored digitally on employer-owned servers, as well as Cloud servers, in accordance with the Employer's Records Retention Schedule;
    d. The Chief of Police may rely on information collected through electronic monitoring to discipline or terminate the employment of an employee;

e. The Chief of Police, in regards to Members of the Timmins Police Service, will ensure that supervisors take all reasonable steps to ensure employees under their supervision are aware of the information included within this Policy;
f. The Chief of Police, in regards to all Sworn Members of the Timmins Police Service, will ensure that supervisors take all reasonable steps to ensure Sworn Members understand they are subject to the Community Safety and Policing Act and its regulations as well as this Electronic Monitoring Policy and Service Procedure.
g. The Chief of Police, in regards to Members of the Timmins Police Service, will ensure that:
    i. All new employees are provided with a copy of this Policy within 30 days of their hire date; and
    ii. All existing employees are provided with a copy of this Policy, and any amended versions of this Policy, within 30 days of approval or amendment; and
    iii. The employer will retain a copy of this Policy for three (3) years after the Policy ceases to be in effect.

Dated this 29th day of October, 2026.

Signed electronically by the
Board Chair
Timmins Police Service Board