

Ontario Provincial Police Independent Review Panel

August 13, 2019

Mr. Fred Kaustinen
Executive Director
Ontario Association of Police Services Boards
180 Simcoe St.
London ON N6B 1H9

Dear Mr. Kaustinen,

Thank you for receiving this letter. We are writing to introduce ourselves and to invite the Ontario Association of Police Services Boards (OAPSB) and its members to engage with us.

The Ontario Provincial Police Independent Review Panel has been appointed by the Government of Ontario through Order in Council 643/2019 to undertake an independent review of the workplace culture of the Ontario Provincial Police (OPP) in light of recent suicide deaths and mental health concerns of OPP members, as well as complaints about the workplace culture by current and former OPP staff.

We will be making recommendations on:

- The root causes and potential remedial actions to address the concerning rate of suicides, bullying and workplace harassment
- Concerns identified by frontline officers and other OPP staff that contribute to a negative workplace culture, and how those concerns have been or are being addressed
- How to improve the way complaints and concerns by frontline officers, civilian staff and the bargaining agents of the OPP are addressed by all levels of the organization

Police Services Boards in OPP-serviced communities represent the local community and we would really welcome the contributions that Boards can give us on behalf of the communities. We are writing to you to request your assistance in reaching these Boards and sharing this invitation to participate.

The OAPSB and its members can write to us at inquiries@opp-irp.ca with any questions and to share their contributions related to our mandate.

More information about the Panel's mandate and the Panel members is also available online at <https://www.ontario.ca/page/independent-review-ontario-provincial-police-workplace-culture>

Thank you for your consideration,

A stylized signature in blue ink, featuring a large, looped 'D' and 'C'.

Douglas Cunningham

A signature in black ink, written in a cursive style.

Murray Segal

A signature in black ink, written in a cursive style.

David Cooke