

Thunder Bay Police Service Discipline Hearing
In the Matter of Ontario Regulation 268/10
Made Under the Police Services Act, R.S.O. 1990,
And Amendments thereto:
And
In The Matter Of
The Thunder Bay Police Service
And
Constable Peter Haase #4037

Charge: Insubordination
Unlawful or Unnecessary Exercise of Authority
Discreditable Conduct X2

Before:

Superintendent (Retired) M.P.B. Elbers
Ontario Provincial Police Adjudicator

Appearances:

Counsel for the Prosecution: Ms. Holly Walbourne
Thunder Bay Police Service

Counsel for the Defense: Mr. David Butt
Thunder Bay Police Association

Penalty Decision with Reasons

The Hearing

Constable Peter Haase #4037 pled guilty on Wednesday February 15, 2023 in Thunder Bay, Ontario in a Police Act Hearing and was found guilty of one (1) count of Discreditable Conduct pursuant to Section 2 (1) (a) (xi), one (1) count of Insubordination pursuant to Section 2 (1) (b) (ii) and one (1) count of Unlawful or Unnecessary Use of Force contrary to Section 2 (1) (g) (ii) of the Code of Conduct contained in the Schedule to Ontario Regulation 268/10 as amended. One charge of Discreditable Conduct was withdrawn by the Prosecutor Ms. Walbourne. Defense Counsel Mr. Butt and Ms. Walbourne combined the two charges of Discreditable Conduct into one Count for this Hearing.

The charge pertains to Constable Haase interaction with an indigenous male in the City of Thunder Bay whereupon he was abusive and physical with this male as he was conducting an inquiry with this individual in a bus shelter. Constable Haase was aggressive, controlling, abusive and totally unprofessional constituting an offence against discipline as prescribed by the Ontario Police Act.

An agreed statement of facts was tendered in this Hearing by Counsel and marked as Exhibit #3.

Agreed Statement of Facts:

Charges:

1. Constable Haase is charged with four (4) counts of misconduct:
 - a. **Discreditable Conduct** – fails to treat or protect equally without discrimination with respect to police services because of race, ancestry, place or origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status or disability contrary to Section 2(1)(a)(I) of the *Police Services Act* Code of Conduct (O Reg 268/10).
 - b. **Discreditable Conduct** – uses profane, abusive or insulting language or is otherwise uncivil to a member of the public contrary to Section 2(1)(a)(v) of the *Police Services Act* Code of Conduct (O Reg 268/10).

- c. **Insubordination** – without lawful excuse, disobeys, omits or neglects to carry out any lawful order contrary to Section 2(1) (b) (ii) of the *Police Services Act* Code of Conduct (O Reg 268/10).
- d. **Unlawful or Unnecessary Exercise of Authority** – uses any unnecessary force against a prisoner or other person contacted in the execution of duty contrary to Section 2(1) (g) (ii) of the *Police Services Act* Code of Conduct (O Reg 268/10).

Resolution:

- 2. Constable Haase is pleading guilty to:
 - a. **Discreditable Conduct** – uses profane, abusive or insulting language or is otherwise uncivil to a member of the public contrary to Section 2(1)(a)(v) of the *Police Services Act* Code of Conduct (O Reg 268/10).
 - b. **Insubordination** – without lawful excuse, disobeys, omits or neglects to carry out any lawful order contrary to Section 2(1) (b) (ii) of the *Police Services Act* Code of Conduct (O Reg 268/10).
 - c. **Unlawful or Unnecessary Exercise of Authority** – uses any unnecessary force against a prisoner or other person contacted in the execution of duty contrary to Section 2(1) (g) (ii) of the *Police Services Act* Code of Conduct (O Reg 268/10).

Facts:

- 3. On January 2nd, 2022, Constable Haase was on duty as a police officer, working as a Primary Response Constable, with the Thunder Bay Police Service.
- 4. On January 2nd, 2022, Constable Haase worked from 600hrs until 1800hrs.
- 5. The following incident occurred between 0830 hrs and 0940hrs.
- 6. While on general patrol with his partner Constable Young, Constable Haase observed an individual believed to be on outstanding warrants with the Thunder Bay Police Service. Constable Haase and his partner were unable to identify or locate the alleged wanted male however they did see another individual, an Indigenous male, who they believed to have been in his company.

7. Constable Haase believed the individual was with the wanted male and believed him to be evading police when he ran upon seeing the police cruiser.
8. Constable Haase located the individual in a bus shelter some time later.
9. Constable Young asked the individual for his identification. He gave his name as John, and would not provide identification. Constable Young then asked for the individual's real name.
10. Constable Haase approached the individual and began shouting at him to identify himself and identify the alleged wanted male he had been with prior.
11. When Constable Haase does not receive a response from the individual, he grabbed him by the jacket and left bicep and again demanded to know who he was with.
12. Constable Haase then pushes the individual up against the bus shelter wall and holds him there.
13. During the interaction, which is captured in part on Constable Young's body worn camera, Constable Haase stated the following profanities:
 - a. "who the fuck were you with?"
 - b. "who the fuck were you with"?
 - c. "stop fucking around"
 - d. "Jesus fucking Christ you were walking with him"
 - e. "what the fucks your name"
 - f. "yeah I think we fuckin saved your life the other day"
14. The individual provides Constable Haase his name.
15. At no time does Constable Haase inform the individual he has no obligation to speak with police and that he was not detained.
16. At no time throughout the interaction does the individual attempt to flee.
17. When contacted during the course of the investigation the individual indicated that while he recalled the interaction, he personally had no concerns with the physical contact and declined to make a complaint.
18. Throughout the course of the interaction, Constable Haase fails to activate his body worn camera against Thunder Bay Police Service Policy (Digital Evidence Management – P6C140).
19. Constable Haase fails to report to his supervisor that his body worn camera was not activated contrary to the above noted policy.

Employment History:

20. Constable Haase has been employed with the Thunder Bay Police Service as a Constable since April 11th, 2019.
21. During the course of the internal misconduct investigation, Constable Haase provided a statement to the investigator that indicated on December 30th, 2021, he was involved in a dangerous occurrence in which he was dragged by an intoxicated driver and had to seriously consider using lethal force to protect himself. This occurrence was publicized on the police service Facebook page without any consultation from Constable Haase or debriefing, in any form, for Constable Haase's welfare or mental health.

Discipline History:

22. In November 2019, Constable Haase was charged with Insubordination for improperly loading a carbine rifle in contravention of Thunder Bay Police Service Policy Part 6 Chapter 4 Firearms, Shotgun and Carbine Deployment which resulted in an accident discharge by another member when the rifle was removed from the trunk of the police vehicle. On December 4th, 2019, a disposition of twenty-four (24) hours and retraining was agreed upon.
23. In April 2021, Constable Haase was charged with Discreditable Conduct in that he divulged police information to a landlord to assist him personally in a dispute with his tenant. The information was obtained as a result of his employment with the Thunder Bay Police Service. On July 2, 2021, a disposition of seventy-two (72) hours and retraining was agreed upon.

Aggravating Factors

- a. **Public Interest-** *It is common knowledge that the public holds police officers in a position of high trust and accountability. Constable Haase is a police officer and as such the public expects him to investigate criminal activity in a professional and thorough manner. General Orders of the Service are expected to be adhered to forthwith as policy dictates. This type of behavior displayed by Constable Haase on the day in question is not tolerable. It is further aggravated when the person in question is indigenous and the issues with the Police Service has been so highly publicized and openly discussed in the community with the issues between the Indigenous community and the Thunder Bay Police Service for such a lengthy period of time predating this officers hiring by the Service.*

- b. **Seriousness of the Misconduct--** *Abhorrent behavior displayed by a police officer in any service is extremely serious. This situation is compounded when the member is expected to be trusted by the community and his fellow officers. Constable Haase betrayed the trust of his fellow officers, the community and the Thunder Bay Police Service.*
- c. **Need for Deterrence-** *The Thunder Bay Police Service must send the message to all members that those officers of this Service will act professionally, conduct proficient investigations and act accordingly in the presence of other officers and members of the public when engaged in the performance of their duties. Further, there must also be specific deterrence for Constable Haase to send the message that this type of behavior is unacceptable.*
- d. **Damage to the Reputation of the Police Service-** *The credibility of the Thunder Bay Police Service as police agency is of paramount importance. The credibility of officers that conduct investigation and act inappropriately can have an adverse effect on the officer and those in attendance. Further, this incident was reported in the media, resulting in the embarrassment to the Thunder Bay Police Service.*
- e. **Management Approach to Misconduct-** *The Thunder Bay Police Service is a professional, disciplined organization. The Service considers the actions of Constable Haase to be serious.*
- f. **Recognition of Seriousness of Misconduct-** *Constable Haase is a junior member of this Service and has in a short time found himself in his third Police Service Act Conduct issue. This officer appears to disregard authority and must start to recognize the rules, procedures and orders of this Service before he finds himself terminated from this organization.*
- g. **Employment History-** *To date, Constable Haase has two previous disciplinary issues on his file. Both of them were serious issues.*

Mitigating Factors

- h. **Ability to Reform or Rehabilitate the Officer-** *It is unknown if this officer is able to rehabilitate himself and be a useful member of this proud organization. He did apologize to the Tribunal for his actions on the day in question. He viewed his actions on the video in relation to the indigenous male in the bus shelter and stated he felt traumatized watching his actions.*

- i. **Effect on the Police Officer and his Family-** There is no doubt that Constable Haase and his family will suffer from the penalty position to be imposed. A penalty such as dismissal, demotion or forfeiture of hours will have a significant impact on Constable Haase and his family.*

FINDINGS:

Ms. Holly Walbourne representing the Thunder Bay Police Service has requested that Constable Haase be dismissed from the Thunder Bay Police Service and Mr. David Butt representing Constable Peter Haase has proposed a submission of forfeiture of hours and Police Training for his client.

Ms. Walbourne has provided a case book marked as Exhibit #6 containing thirty six (36) cases to assist me in determining an appropriate disposition to support her position on this file. I will not recite the cases however; I have read and considered these cases provided by Counsel. The cases provided are for the most part dismissal cases from various jurisdictions in the Province.

As Counsel has stated, the cases submitted do not resemble the case before me today. They do assist the Tribunal in offering guidance and assistance in choosing the appropriate disposition.

Ms. Walbourne argues that this officer has lost his usefulness to this Service due to his interaction with the indigenous male party at the bus shelter in Thunder Bay.

Ms. Walbourne argues that the Service since 2018 has placed considerable importance in the Police/Indigenous community due to the Broken Trust report, Sinclair report, and OIPRD investigation in relation to Systemic Racism. The action of Constable Haase once again set the relationship backwards and reduces the faith that the indigenous community has with the Service.

She continues with stating that the officer failed to comply with procedures of the Service and instead he dehumanizes the individual in a public forum. She states that Constable Haase has never apologized for his actions towards the male in question in the bus shelter. Ms. Walbourne states that the entire incident was caught on the body worn camera of his partner that day. Constable Haase did not activate his own camera which again is against the policy and procedures of the Service. She comments that this is a junior officer who does not take his job seriously and has two disciplinary conduct issues already on his file while being employed by the Service for only a short time.

Dismissal is the only alternative for this officer as rehabilitation is not viable and this would send a clear message to this officer and those employed in the Service that this type of conduct is serious and will not be condoned by the public at large and the Thunder Bay Police Service.

Mr. David Butt has not provided any cases to the Tribunal. He stated that this case is nothing close to a dismissal case. He commented that the test for dismissal is the officer's usefulness to the Service. He argues that Constable Haase has not used up his usefulness to the Service. He argues it was a brief interaction with the individual. The male party in question did not wish to file a complaint. Constable Haase utilized foul and profane language towards the indigenous male however he states these are common languages utilized in society and is heard on media screens. He argues the F-Bombs were adjectives utilized by the officer in his questioning and not insults towards the male. He argues it is inappropriate and the physical interaction was inappropriate but rhetoric cannot take over from the facts. He stated his client sought medical assistance due to PTSD. He advised his client was involved in a situation in December 2021 and did not seek help until November 2022 some eleven months later. Exhibit #5 was submitted to the Tribunal dated January 16, 2023 which indicates the reason for the officer's actions was due to the incident he was involved in December of 2021.

Mr. Butt argues the officer is continuing treatment and he can be rehabilitated. Progressive Discipline should be considered. He argues that there are issues in Thunder Bay however you cannot punish this officer with dismissal due to the issues facing the Service in Thunder Bay today.

Mr. Butt concludes with the position of a forfeiture of a number of hours possibly in the range of one hundred and forty four (144) and remedial Training by the Service with Indigenous issues.

I have considered the cases supplied to me by Counsel. I have read the cases supplied to the Tribunal and while not always on point, have found them to be instructive in my deliberation.

In Williams and the Ontario Provincial Police, the Commission identified three key elements a Hearing Officer must take into account when imposing a penalty.

These include: the nature of the seriousness of the misconduct, the ability to reform or rehabilitate the officer, and the damage to the reputation of the Police Force that would occur if the officer remained on the Force.

At page 6-138, Legal Aspects of Policing, the discipline offence of abuse of authority is referred to as "unlawful or unnecessary exercise of authority" in some jurisdictions. It consists principally of two issues: unlawful or unnecessary arrest, and unnecessary force.

The Code of Conduct provisions governing unlawful or unnecessary exercise of authority governs situations where a police officer without good and sufficient cause makes an unlawful or unnecessary arrest or uses any unnecessary force against a prisoner or other person contacted in the execution of duty.

In Ontario, Legal Aspects of Policing (pages 6-14) provides that a police officer commits an offence against discipline by acting "in a disorderly manner prejudicial to discipline or likely to bring discredit upon the reputation of the police force".

The most recent application of the test for discreditable conduct in Ontario confirms that the test is “primarily an objective one” and that the conduct must be measured against the “reasonable expectations of the community”.

The Ontario Civilian Commission on Police Services has articulated the following approach regarding the meaning of “likely” to bring discredit upon the reputation of the police force:

The measure used to determine whether conduct has been discreditable is the extent of the potential damage to the reputation and image of the service should the action become public knowledge.

In Legal Aspects of Policing at page 6-63 the General Principles of Insubordination are described.

It states the following:

“Historically, insubordination has included two categories of misconduct. The first category involves demeanor and covers insolence or rebelliousness. The second and more common form of offense involves refusal to comply with orders or other forms of direction.”

It is apparent in this case that the first form of the offence is the applicable situation before us today.

It is my intention to deal with Counts one, two and three which were laid against Constable Haase together.

It is clear and convincing through the agreed statement of facts that the Prosecutor in conjunction with Defense Counsel and the subject officer that the officer is guilty of these indiscretions.

Constable Haase has previous discipline on his record with the Service.

In considering a proper disposition the Tribunal must consider a number of issues. The Disposition should agree with the purpose of affecting a proper discipline process where it meets the standard for the Service in employing discipline in the workplace and the responsibility to treat the respondent officer fairly and also the actions incurred if a public complainant is involved to assist in their reconciliation of the matter.

The overall purpose of the discipline process is to apply corrective measures to correct improper behaviour according to the standards of the discipline process and that of the affected Police Service in accordance with their policies and procedures that all officers are to adhere to in their policing duties.

Through disciplinary jurisprudence, a number of mitigating and aggravating considerations have emerged that affect disposition.

These include:

- Public interest.
- Seriousness of misconduct.
- Recognition of the seriousness of the misconduct.
- Handicap or other relevant personal circumstances.
- Provocation.
- Procedural fairness considerations.
- Employment history.
- Potential to reform or rehabilitate the police officer.
- Effect on police officer and police officer's family.
- Consistency of disposition.
- Specific and general deterrence.
- Employer approach to misconduct in question.
- Damage to the reputation of the police force.

Not all of these factors are relevant to the present case before the Tribunal.

Many of these factors stem from the decision of Williams and Ontario Provincial Police (1995), 2 O.P.R. 1047 (OCCPS)

In Williams and the Ontario Provincial Police, the Commission identified three key elements a Hearing Officer must take into account when imposing a penalty. These include: the nature of the seriousness of the misconduct, the ability to reform or rehabilitate the officer, and the damage for the reputation of the police force that would occur if this officer remained on the Force.

Accountability, ethical behaviour and conduct are at a standard much higher than the public we serve. It is generally known and an accepted fact that the law requires a higher standard of conduct with Police Officers in their private lives than the ordinary citizen.

Credibility, honesty, integrity are characteristics that are earned. As one elevates him / herself through the ranks of this proud organization, those characteristics are more revered and treasured. It helps to create the professional image and excellence that the Thunder Bay Police officers strive to maintain.

The public must be confident that the police will strive to set the example for those in the community. Anything short of this will be seen as a contradiction and serve no other purpose but to undermine the efforts of all serving officers and the explicit goals of the Thunder Bay Police Service.

You are accountable for your actions and any deviance from those actions, the Thunder Bay Police Service will hold you accountable. This is what the public expects of the management of this Police Service.

Members of the Thunder Bay Police Service are expected to investigate criminal, Provincial and Highway Traffic Act offences activity in a professional and thorough manner. General Policies, Orders and Directives of the Service are expected to be adhered to forthwith as policy dictates. In this case, we have a member of the public who was directly affected by Constable Haase's actions. It is alarming to comprehend that an officer in full uniform from this Service would conduct himself in the way he did with the indigenous male person.

Firstly, he did not activate his body worn camera which is a direct violation of the policies and procedures of this Service. You have to ask yourself the question: **Was this an intentional move to hide what he was planning in his interaction with this individual?**

Fortunately his partner was compliant with the policies and procedures of the Service and we have a live recorded event of the interaction.

The language utilized by this officer was deplorable. No one in any circumstance should be treated like this by a member of a Police Service. The standards of a police officer is much higher than the public. We must in every circumstance keep ourselves under control and be respectful with persons we are interacting each and every time. To say that this language is common and also found on TV is trite. The language spoken to this male was dehumanizing and an utter failure of the values and dignity of the Thunder Bay Police Service. It is inconceivable for me to understand why this officer acted in the manner that he did with this indigenous male. In trying to elicit the information the officer was trying to obtain he did so in a fashion that was hostile and totally inappropriate for an officer to obtain information from a member of the public, much less an indigenous male with the issues the Service is facing with the community.

When an arrest becomes unnecessary and an individual's right to freedom has been removed, however briefly, that matter is serious. The detention of the indigenous male in the bus shelter was unnecessary. His personal freedom was removed. He was assaulted His injuries were minor, but unnecessary. He could not leave voluntarily I believe due to the actions of Constable Haase and the physical position this officer took with the male party.

The public must be confident that the police will strive to set the example for those in the community. Anything short of this will be seen as a contradiction and serve no other purpose but to undermine the efforts of all serving officers and the explicit goals of the Thunder Bay Police Service.

As we are aware the Thunder Bay Police Service has been under a microscope for many years. It is well known to the Service, the employees of the Service and the Thunder Bay community. The actions of this officer has regressed the progress that the Service has made in the past years learning and educating themselves and making the changes that were outlined in the various investigations of this Service.

This officer at the time of applying for employment to the Thunder Bay Police Service had to be aware of the issues he would be facing if he was hired. It makes me contemplate whether a police position is proper for this officer if he blindly disregards the various reports and the policies and procedures of this organization.

You must treat people with respect at all times. A good Motto to live by is to “**Treat people like you would like to be treated**”. I am sure that Constable Haase would not like to be treated as he interacted and violated this man’s rights and common decency.

I am aware of exhibit #5 the Psychologist report. I believe the Tribunal would need to have a more in depth report for me to consider that the Psychologist lays the entire interaction with the individual as a result of PTSD which occurred in December 2021. I accept the written report with some skepticism.

When addressing the issue of admissibility, I am guided by the Statutory Powers and Procedures Act, section 15 (1):

15(1) Subject to subsections (2) and (3), a tribunal may admit as evidence at a hearing, whether or not given or proven under oath or affirmation or admissible in a court,

- (a) Any oral testimony; and*
- (b) Any document or other thing,*

relevant to the subject matter of the proceeding and may act upon such evidence, but the tribunal may exclude anything unduly repetitious.

The only exceptions to these rules are those things that would be deemed inadmissible in court by reason of privilege. There is no privilege attached to this document. Therefore relevance is the only remaining test to which I must turn my mind.

As I have stated earlier I am not totally convinced by the one line of this psychologist that the conclusion he reached is totally accurate. It certainly may have played a minor role.

You are accountable for your actions and any deviance from those actions, the Thunder Bay Police Service will hold you accountable. This is what the public expects of the management of this Police Service.

Seriousness of the misconduct is a fundamental consideration. Constable Haase’s conduct certainly can be considered as serious misconduct. He totally acted in a demeanour which was not consistent with the behavior of a Thunder Bay police officer. It is commendable that he observed this individual as the person walking with a party that had an existing warrant outstanding by the Service. The remainder of his actions were deplorable and unhinged. He was not in control of his actions or his emotions. The indigenous male knew his position in life with this officer and offered no resistance. Thankfully he did not get confrontational as it would not have ended positively for him. He conducted himself appropriately.

Constable Haase did not. His behavior, his language, his flippant remarks were callous and not reflective of a police officer conducting an investigation. Constable Haase exhibited all the traits that one does not do when conducting an investigation.

The officer in the Tribunal did apologize to the Tribunal for his actions in that bus shelter. He stated he wished he was able to apologize to this person. He did plead guilty to the charges he faced on February 15, 2023 and this can be considered as mitigating factors.

An officer's potential to rehabilitate is an important consideration. As already indicated, Corrective Dispositions should prevail, where possible. Police Service Act case law has held that unless the offence is so egregious and unmitigated, the opportunity to reform should be a significant consideration.

By pleading guilty it must be viewed that Constable Haase is accepting responsibility for his actions and as such, the Thunder Bay Police Service acknowledges that the potential to rehabilitate exists and he should be given the opportunity to reform.

Although the proposed penalty will result in a loss of salary for Constable Haase, I do not believe that the proposed penalty will create an undue or special hardship on him or his family.

The Conduct exhibited by this officer while on duty in Thunder Bay will cause damage to the reputation of the Thunder Bay Police Service.

It is unknown to me to what the extent of publicity or the knowledge of the events is to the residents of Thunder Bay. To some degree it does not matter as the incident has affected all involved and has caused damage to the organization.

I believe that the submissions made by Counsel and the Agreed Statement of Fact in this matter that Constable Haase has learned a great deal from this experience. Proper and thorough investigations are to be conducted at all times by an officer of a Police Service. An officer must act professionally and be in control of their actions and emotions. Constable Haase was not conducting himself in these parameters at the time of this incident.

I believe this addresses the specific and general deterrence for officers of the Service and the need to show the Public that the Service has their interest in mind to make officers accountable for their actions. The Service has treated this incident in a serious manner.

The Thunder Bay Police Service will not tolerate unacceptable behaviour by its members. The management and the association of this Service have a consistent position when it pertains to disciplinary issues within the Service. The rank structure within the Thunder Bay Police Service is the backbone of the organization. It must be respected.

Constable Haase, as a junior member of this organization, you have conducted yourself with a total lack of professionalism, judgment and courtesy, which is expected of all members of the Thunder Bay Police Service.

You have to this point in your career shown that you need some special attention. You do as you wish without any thought of the repercussions. This is not adequate for an up and coming officer with your junior years of service.

I would consider the disposition that I will be meting out to you today has serious and would consider it a last chance agreement for you to show this organization that it did not make a mistake in not terminating you from your career. I can say with some certainty that if you return to this Tribunal with any further disciplinary issues you will be terminated by me or some other Adjudicator who will be sitting in this position.

I have considered the submissions by Counsel, the agreed statement of facts and the review of the Book of Authorities to assist in rendering an appropriate disposition.

I must be guided by the OCCPS decision of Schofield and Metropolitan Police Service.

“Consistency in the disciplinary process is often the benchmark of principles. The penalty must be consistent with the facts and consistent with similar cases that have been dealt with on earlier occasions”

As stated in the submissions of counsel there is no case that is similar to this case before the Tribunal.

This case will set some standard for any further disciplinary issues within the Thunder Bay Police Service that have an indigenous component to the disciplinary issue at hand. A strong and fair disposition is expected and I believe is delivered in this case.

I must be guided by the OCCPS decision of Schofield and Metropolitan Police Service.

“Consistency in the disciplinary process is often the benchmark of principles. The penalty must be consistent with the facts, and consistent with similar cases that have been dealt with on earlier occasions.

I will deal with the three counts of Discreditable Conduct, Insubordination and Unlawful or Un Necessary Exercise of Authority as one disposition for all Counts.

Disposition:

In light of the seriousness of these allegations and bearing in mind all the evidence placed before me, Constable Peter Haase #4037 will be demoted from his position of First Class Constable to Third Class Constable immediately for a period of four (4) months. Upon completing the four months Constable Haase will be elevated to Second Class Constable for a period of twelve (12) and upon completing the twelve months at Second Class Constable will return to First Class Constable pursuant to Section 85 (1) (c) of the Police Services Act.

Constable Haase will also attend Indigenous Issues Training as taught by the Thunder Bay Police Service and also attend any other training as prescribed by the Management of the Service.

Constable Haase will also deliver a handwritten apology to J.F. as he indicated he would like to do in his apology at the Tribunal. I suggest this be completed with the attendance of his Supervisory Sergeant and notify the management of this Service upon the completion of this note and the required training.

Constable Haase, I hope you realize by virtue of this disposition you are being given a second chance. Numerous candidates are denied the opportunity to wear the uniform of a Thunder Bay police officer.

Not often Officers are given a second chance. I urge you to make the best of this situation and opportunity.

A Disposition of Dismissal will certainly be entertained if you attend before me or any other Adjudicator in the future.

**M.P.B. Elbers, Superintendent
(Retired)**

February 21, 2023