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26th Annual Canadian Association of Police Governance Conference
Markham, Ontario,
August 28 2015

OHRC and policing: Collaboration for human rights



Contents

- ✓ Human Rights and Policing
- ✓ Human Rights Commissions and Police
- ✓ Case studies in Ontario
- ✓ Key human rights issues

Human Rights and Policing

- Legal requirements:
 - Policing Services Acts and human rights requirements
 - In Ontario the Police Service Act specifically mentions in its opening declaration of principles:
 - 1:2 The importance of safeguarding the fundamental rights guaranteed by the *Canadian Charter of Rights and Freedoms* and the *Human Rights Code*.
 - Also, required in primacy clauses found in human rights legislation
- Vital to good policing relations and work with community and within service

Key Human Rights Elements

- Charter focus on both fundamental freedoms and equality rights
- Human rights legislation focus on equality rights and freedom from discrimination
 - Both federal and provincial jurisdictions
 - Covers both employment and service delivery
 - Discrimination includes
 - Harassment
 - Poisoned environment
 - right to accommodation within defined limits



✓ Human Rights Commissions and Police

Complaints driven history

- Human rights complaint processing and litigation has driven most police human rights Commission relations
 - History of adversarial relations
- OHRC in unique position due to changes in human rights system in Ontario in 2007
- Extensive collaborative work emerged as a new possibility
- A new way of thinking in work with police began earlier



✓ Case studies in partnerships

- ✓ Toronto police

- ✓ Windsor police

- ✓ Ontario Police College

- ✓ Other projects

Toronto Police Partnership

- Originated after discussions around settlement of several human rights complaints many focused on racial profiling complaints
- Agreement Charter signed in 2007 for three year term
- Partners
 - TPS/TPSB/OHRC

Toronto Police Partnership

- 3 year project charter (2011-1014)
 - Sponsors Committee
 - Executive Committee
 - Training Group
 - Subcommittees focused on change area targets
 - 1) Public Liaison, 2) Training, 3) Accountability, 4) Recruitment, Selection, Promotion,
- Evaluation

Toronto Police Partnership

■ Process

- Initial approach
- Mutual training/exchange
- Negotiation of Charter with target change areas identified
- Subcommittee formation and training
- Issue and initiative identification
- Scoping and prioritization
- Implementation
- Evaluation
- Ongoing relationship

Windsor Police Partnership

- Originated after Toronto project 2010
- Smaller police service
- Partners
 - WPS/WPSB/OPC/OHRC
- 3 year project charter (2011-1014)
- Similar structure to TPS partnership
 - Subcommittees
 - 1) Recruitment Selection and Promotion, Public Liaison, 2) Training, 3) Accommodation

Ontario Police College

- Began in 2007 to co-develop training on racial profiling
- Organized training for police services across Ontario
- Organized training events and conferences on human rights themes for police community
- Provide direct support to new recruit training on racial profiling

Other collaborations

- Guide Book
 - “Human rights and policing: Creating and sustaining organizational change”
- Ontario Provincial Police training and consultations
- Ottawa Police Service race data collection in traffic stops

Other collaborations

- Key policy and community issue support
 - eg. Work with Ontario Association of Chiefs of Police on Police records checks
 - eg. Work with Toronto Police Service on Carding and racial profiling issues
- Community human rights training collaborations
 - eg. co-sponsor training days



Contents

✓ Key Human Rights
Issues

Key issues

- OHRC work with police has included work on the following:
 - Racial profiling
 - Human rights data collection for staff and public
 - Carding/street checks
 - Human rights accommodation of staff and public
 - good policies and procedure
 - religious, family status, disability

Key issues (continued)

- OHRC work with police has included work on the following:
 - Mental health and human rights
 - Representative and diverse staffing
 - Police employment practices
 - Community relations with diverse communities
 - Human rights training for officers
 - Search practices
 - Sexual harassment



Questions