



Sarnia Police Service Board Policy

Issue Number: AI-023

Subject: Secondary Activities	Effective Date:
Replaces:	Distribution:
Last Reviewed:	Expiration Date:
Approved By: Board Chair	Signature:

A Legislative Authority

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, provides that a Board shall provide adequate and effective policing in the area for which it has policing responsibility as required by **Section 10** of the *CSPA*.

O. Reg. 392/23: Adequacy and Effective Policing (General) prescribes standards for adequacy and effectiveness of police services.

Section 89 of the *Community Safety and Policing Act* provides direction on secondary employment by members.

B Policy Statement

1. It is the policy of the Sarnia Police Service Board to have processes in place regarding the approval or denial of secondary activities undertaken by members.

C Board Policy

1. With respect to secondary activities, the Chief of Police will ensure that members of the Service does not engage in activities:
 - (a) That interferes with or influences adversely the performance of his or her duties

as a member of a police service, or is likely to do so;

- (b) That places him or her in a position of conflict of interest, or is likely to do so;
- (c) That would otherwise constitute full-time employment for another person; or
- (d) In which he or she has an advantage derived from being a member of a police service.

Note: This does not apply to an Interprovincial Police Officer or an Auxiliary member.

2. A member of the Service must disclose to the Chief of Police an activity undertaken that may contravene 1 above or who becomes aware that an activity that he or she has already undertaken may do so, shall disclose full particulars of the situation to the Chief of Police or, in the case of the Chief of Police, to the Board.
3. The Chief of Police or the Police Service Board, as the case may be, shall decide whether the member is permitted to engage in the activity, subject to any conditions or restrictions that may be set out in the decision.
4. The member shall comply with the decision and with any conditions or restrictions set out in it.
5. The Chief of Police shall submit a written report to the Police Service Board respecting any decision he or she makes regarding secondary activities.