



OFFICE OF THE
POLICE COMPLAINT COMMISSIONER

British Columbia, Canada

MEDIA RELEASE

August 27, 2019

OPCC 2018-14566

Ranking Delta Police Officer dismissed for sexual misconduct and providing false or misleading information

On June 12, 2019, Saanich Police Chief Scott Green, as the External Discipline Authority, issued his findings into allegations that former Delta Police Department Inspector Varun Naidu engaged in inappropriate sexual communications with a woman interested in employment as a police officer. Former Inspector Naidu had contacted the woman through social media, initially communicating about potential employment as a Police Officer, but later engaged in communications of a sexual nature, both via text and in person. During the course of the *Police Act* investigation, former Inspector Naidu provided false or misleading evidence when investigators asked about these communications.

The External Discipline Authority determined that former Inspector Naidu had committed misconduct and imposed a penalty of dismissal. He found that former Inspector Naidu's conduct was a *"deliberate and calculating effort to establish safeguards that would enable him to engage in a covert and sexually explicit relationship with [the woman]."* Former Inspector Naidu was *"in a position of trust and authority by virtue of being a male, a police officer, a senior officer and someone who could have significant influence on [the woman's] career aspirations."*

With respect to providing false or misleading evidence to an investigator, the External Discipline Authority found that such conduct undermines the reputation of the department and the profession, and has a significant adverse impact on public confidence in police.

The Police Complaint Commissioner has decided not to call a Public Hearing. He agrees with the findings and has determined that the nature and seriousness of this matter have been addressed through a thorough, professional investigation and appropriate sanction. Former Inspector Naidu retired prior to the discipline hearing and did not attend but his employment records will reflect that he was dismissed from the Delta Police Department.

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Quotes:**Andrea Spindler, Deputy Police Complaint Commissioner**

“The Discipline Authority in this matter has sent a clear message that conduct which exploits a relationship of trust or where there is a power imbalance will attract the most serious of consequences. In these cases the public must be assured that senior ranking police officers will conduct themselves with integrity in all matters.”

Key Facts:

- The Police Complaint Commissioner is a civilian, independent Officer of the Legislature overseeing complaints, investigations and discipline involving municipal police in British Columbia.
- Discipline Authorities are generally senior ranking police officers who are required under the *Police Act* to make determinations regarding the investigation and discipline of police officers alleged to have committed misconduct.
- The Police Complaint Commissioner may order investigations by external police departments and designate External Discipline Authorities if it is in the public interest.
- The *Police Act* was revised in 2010 to ensure accountability if a respondent member resigns or retires and does not participate. Discipline hearings may proceed in the members’ absence and findings entered. The members’ service record of discipline is updated to include substantiated allegations and corresponding discipline/corrective measures.
- The Police Complaint Commissioner may also refer matters to Crown Counsel for consideration of prosecution; make recommendations to Police Boards or to government regarding policies, practices or systemic issues that may contribute to the misconduct.

- 30 -

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