

## CONCLUSION OF PROCEEDINGS

Pursuant to s.120(16) of the *Police Act*, RSBC 1996, c.367

OPCC File: 2021-20136  
February 7, 2023

- To: Constable [REDACTED] (Member)  
c/o Vancouver Police Department  
Professional Standards Section
- And to: Inspector [REDACTED] (Discipline Authority)  
c/o Vancouver Police Department  
Professional Standards Section
- And to: The Honourable Judge Mark Takahashi, (ret'd) (Retired Judge)  
Retired Judge of the Provincial Court of British Columbia
- And to: [REDACTED] (Prehearing Conference Authority)  
Victoria Police Department

The Office of the Police Complaint Commissioner (OPCC) completed its review of the decision issued by the Prehearing Conference Authority pursuant to section 120 of the *Police Act* in this matter.

1. *Discreditable Conduct*, pursuant to section 77(3)(h) of the *Police Act*; specifically, that Constable [REDACTED] made comments and gestures that were improper in the professional work environment.

Discipline Proposed:

- i) Verbal Reprimand; and,
- ii) Direction to undertake a specified activity, specifically, the member is to review the Vancouver Police Department's policies with regard to respectful workplace.

2. *Corrupt Practice*, pursuant to section 77(3)(c)(iv) of the *Police Act*; specifically, that [REDACTED] queried the name of a nurse he was working with on PRIME for a purpose unrelated to his duties.

Discipline Proposed:

- i) Written Reprimand

Following the section 117 review, the appointed Discipline Authority determined the evidence appeared to substantiate the allegations of *Discreditable Conduct* pursuant to section 77(3)(h) of the *Police Act* and *Corrupt Practice* pursuant to section 77(3)(c)(iv) by Constable [REDACTED].

A prehearing conference was offered to Constable [REDACTED] and was held on January 16, 2023 before [REDACTED] as the Prehearing Conference Authority.

A report following the prehearing conference was received at our office on January 16, 2023. In reviewing the investigation conducted by Sergeant [REDACTED] and considering all the relevant factors in this case, the Prehearing Conference Authority has appropriately considered the aggravating and mitigating factors pursuant to section 126.

Therefore, the agreement reached at the prehearing conference is approved and the resolution is final and conclusive. Our file with respect to this matter will be concluded upon receipt of confirmation that in accordance with the *Police Act*, any disciplinary or corrective measure imposed in relation to, or agreed to by, a member or former member, has been completed, and that their service record of discipline has been updated.

[REDACTED]

[REDACTED]  
Investigative Analyst

cc. Sergeant [REDACTED] Vancouver Police Department