

<b>EXHIBIT</b> 3		
DAY	ENTERED BY	DATE
1	OPCC McConnell	April 9/25

PH: 2024-01  
 OPCC Files: 2022-21398  
 2023-25106  
 2023-25107

IN THE MATTER OF THE PUBLIC HEARING INTO THE CONDUCT OF  
 SERGEANT KEIRON MCCONNELL OF THE VANCOUVER POLICE DEPARTMENT  
 IN ACCORDANCE WITH THE POLICE ACT, RSBC 1996, C. 367 AS AMENDED

## PROPOSED TERMS OF RESOLUTION

Based on the Agreed Statement of Facts dated April 9, 2025, and the admissions of misconduct made in that document, Public Hearing Counsel, the Police Complaint Commissioner, and Sergeant Keiron McConnell (the "Member") jointly submit that the Adjudicator should impose the following disciplinary and corrective measures:

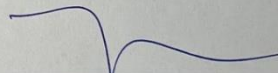
1. The Member's rank will be reduced to First Class Constable.
2. The Member will not be assigned to any duties or shifts that would require working directly with Member 1 <sup>or Member 2</sup> (as identified in the Agreed Statement of Facts). All reasonable steps will be taken to limit contact between them. However, in urgent or operationally necessary situations, such as officer safety incidents or emergency calls, some incidental interaction may be unavoidable.
3. The Member will be assigned duties or schedules that are consistent with the VPD's obligation to provide a safe and healthy workplace for all employees.
4. During the first 12 months working at the new rank, the Member will:
  - a) not be assigned any supervisory responsibilities or act in any supervisory capacity;
  - b) attend a minimum of six psychological counselling sessions with his current psychologist or another qualified mental health professional to discuss, among other things:
    - i. his workplace interactions with women, whether at VPD or otherwise; and
    - ii. appropriate text and social media communications, cues, and boundaries;

- c) attend VPD training on its respectful workplace policy; and
- d) work under close supervision, which will entail the following:
  - i. The Member's supervisor will be given the agreed statement of facts and admissions from the public hearing and the Adjudicator's ruling.
  - ii. The supervisor will monitor the Member's compliance with the order, including the continuation of his psychological counselling, his attendance at workplace training, and his overall reintegration into the workplace.
  - iii. The supervisor will meet with the Member biweekly to review his progress and will make and keep notes of those meetings.
  - iv. The supervisor will provide monthly reports to VPD HR regarding the Member's compliance with the order and overall progress reintegrating into the workplace.
- 5. At the end of the 12-month period described in clause 4 (above), VPD shall assess the situation and may assign the Member the rank of sergeant if satisfied he meets the required qualifications and is fit to assume the associated responsibilities. If VPD in its sole discretion decides not to assign the Member the rank of sergeant at the 12-month mark, it will assess the Member again after a further six months, and every six months after that as needed.
- 6. If the Member continues at the rank of First Class Constable after the expiry of the 12-month period described in clause 4 (above), VPD may at its sole discretion continue to require that the Member not be assigned supervisory responsibilities or act in a supervisory capacity and/or that he work under close supervision.
- 7. The Member will not apply for promotion to Staff Sergeant until at least three years have passed since the date of the Adjudicator's ruling.
- 8. The Member will repeat the VPD's respectful workplace policy training in the second and third years after the release of the Adjudicator's ruling.
- 9. The Member will be suspended without pay for 20 days, which suspension will occur before the 12-month period described in clause 4 (above) commences.
- 10. Commission Counsel will ask the Adjudicator to recommend that VPD and the Vancouver Police Board work with qualified experts to create and deliver standalone mandatory training on sexual harassment to all members and civilians employed by the Vancouver Police Board.

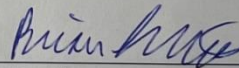


11. During the 12-month period described in clause 4 (above), the Member will meet with any of the seven women identified in the Notice of Public Hearing who wish to meet with him in person, by telephone, or virtually to hear them out and apologize. He understands that they may not wish to. If any of the seven women do wish to have such a meeting, they may request it during the 12-month period through their own counsel (if any) or through the OPCC.
12. The Member may decide to offer written apologies to the seven women either at his own instigation or that of VPD. Any such written apologies would be sent first to the OPCC, which would then reach out to the intended recipient(s) or their counsel (if any) to determine if they wish to receive the written apology.
13. For clarity, the Member is not being ordered to apologize, and none of the seven women are obliged to receive any form of apology from the Member unless they wish to.
14. If requested by the OPCC at any time during the three years following the Adjudicator's ruling, VPD will provide written confirmation to the OPCC verifying whether there has been compliance by the Member with any or all of the above-noted measures.

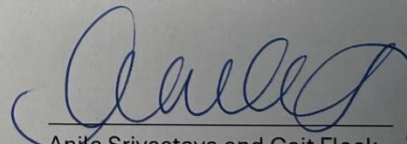
Date: April 9, 2025



Marilyn Sandford K.C.  
**Public Hearing Counsel**



Brian Smith  
**Commission Counsel**



Anita Srivastava and Cait Fleck  
**Counsel for Sgt. McConnell**

