



OFFICE OF THE
POLICE COMPLAINT COMMISSIONER

British Columbia, Canada

NEWS RELEASE

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Review on the Record into retired Victoria Sergeant's demotion for Neglect of Duty

Victoria - The Office of the Police Complaint Commissioner (OPCC) has arranged a Review on the Record into the demotion of a retired Victoria Police Department (VicPD) Sergeant who was found to have disclosed confidential unredacted documents to the media.

The member was investigated under the *Police Act* and during a subsequent Discipline Proceeding, the member was found to have committed one allegation of *Neglect of Duty*. The Discipline Authority proposed that the member receive a reduction in rank.

The member has requested that the OPCC arrange a Public Hearing or Review on the Record in relation to the Discipline Authority's decision. Members have an automatic right to a review when they face dismissal or reduction in rank (demotion).

In his Notice of Review on the Record issued today, the Police Complaint Commissioner determined that a Public Hearing is neither necessary nor required in this case. Accordingly, the Police Complaint Commissioner has arranged a Review on the Record. The Honourable James Threlfall, retired Provincial Court Judge, will preside as the adjudicator of the Review on the Record, which has yet to be scheduled.

Updates on the review will be shared on the OPCC website.

The full notice of review is available [here](#).

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About the OPCC and Reviews on the Record:

- The Police Complaint Commissioner is a civilian, independent Officer of the Legislature overseeing complaints, investigations and discipline involving municipal police in British Columbia. For more on the OPCC, visit <https://opcc.bc.ca/about-us/>
- 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.
- Officers facing dismissal or a reduction in rank have the automatic right to a Public Hearing or, if the Police Complaint Commissioner approves, a Review on the Record.
- The Police Complaint Commissioner can order a Review on the Record in lieu of a Public Hearing in cases where he is satisfied that it is unnecessary to cross-examine witnesses or receive additional evidence and when a Public Hearing is not required to preserve or restore public confidence.
- A Review on the Record is a form of adjudicative review in which the adjudicator, a Retired Judge, conducts a “paper review” of all evidence and materials from the investigation and discipline hearing. The adjudicator may also receive submissions from the respondent’s counsel, the Police Complaint Commissioner’s counsel, the complainant and the Discipline Authority before rendering their decision. More on the OPCC’s involvement in and processes for complaints involving police and misconduct allegations: <https://opcc.bc.ca/police-faq/>
- An adjudicator must determine whether there is misconduct and, if so, determine the corrective or disciplinary measures to be imposed. The adjudicator’s decision at a Review on the Record is final and conclusive.

Note to media: The OPCC is unable to comment on this review while it is underway. For general queries related to the OPCC’s role and processes, please contact:

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