



OFFICE OF THE
POLICE COMPLAINT COMMISSIONER

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NEWS RELEASE

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OPCC orders a review of discipline following second misconduct investigation involving former VPD member Keiron McConnell.

Victoria – In the public interest, Police Complaint Commissioner Prabhu Rajan has appointed a retired judge to independently review a disciplinary decision concerning the conduct of former Vancouver Police Department member Keiron McConnell and determine the appropriate disciplinary outcome. Following an investigation, the police discipline authority had imposed a 10-day suspension without pay – a penalty the Commissioner considers insufficient given the serious nature of the misconduct.

During a May 2025 discipline proceeding, McConnell admitted he'd committed police misconduct when he encountered a former female student of his at a bar in 2005 when he was on duty and had sex with her after his shift while aware she was under the influence of alcohol. He also admitted exchanging messages with the former student, including inappropriate sexual content, and failing to document his reason for querying the former student's name in a police database. McConnell had secondary employment teaching policing-related courses at B.C. universities.

The only people who were allowed to participate at the discipline proceeding were McConnell and a discipline representative appointed by the police discipline authority. Together, they made joint submissions proposing a 10-day unpaid suspension. Under the *Police Act*, neither the affected former student nor the OPCC were permitted to participate or propose a discipline outcome at the proceedings.

"The full range of disciplinary and corrective measures, up to and including dismissal, should be independently considered given the former member's admission of misconduct coupled with previous admissions of sexualized discreditable conduct made during a public hearing earlier this year," said Prabhu Rajan, BC's Police Complaint Commissioner.

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“The admitted misconduct in this case is serious in nature and is likely to have caused the former student physical, emotional, or psychological harm, and to have violated her dignity,” explained Commissioner Rajan. “I am concerned that the discipline imposed does not fit the seriousness of the admitted sexualized conduct or appropriately consider the member’s service record, which includes a demotion and lengthy suspension for past sexualized behaviour. The public’s confidence in police and the disciplinary process is likely to be undermined without an independent review.”

The Commissioner has appointed Former Chief Judge of the Provincial Court, Carol Baird Ellan, to preside as adjudicator in these proceedings. A review on the record will allow Retired Judge Baird Ellan to determine the appropriate disciplinary or corrective measures to be imposed and make necessary policy and practice recommendations.

At a separate public hearing presided over by Retired Judge Baird Ellan earlier this year, McConnell admitted to sexualized misconduct involving five co-workers and former students for which he received, among other things, a demotion and a 20-day suspension. Retired Judge Baird Ellan is best placed to conduct this review given that McConnell and the discipline representative connected this case with the public hearing.

Although McConnell has retired from the VPD, the conduct admitted in this case occurred while he was an active member. If the review on the record results in different disciplinary or corrective measures, it will be recorded on McConnell’s service record of discipline.

Further details are in the Notice of a Review on the Record which can be found [here](#).

About the OPCC and Reviews on the Record:

- Prabhu Rajan is the Police Complaint Commissioner; he is a civilian, independent Officer of the Legislature overseeing complaints, investigations, and discipline involving municipal police in British Columbia.
- While the OPCC does not have a mandate to investigate or make determinations about police misconduct, it does act in the public interest to ensure allegations are fully investigated and fairly decided.
- A review on the record is a form of adjudication in which a retired judge is appointed to act as an adjudicator and make an independent decision about whether there was misconduct and/or what corrective or disciplinary measures are warranted. Before making a decision, the adjudicator conducts a “paper review” of all the evidence and materials from the investigation and discipline hearing. The adjudicator may also receive additional evidence if there are special circumstances. Counsel for the respondent member and counsel for the Police Complaint Commissioner can make

submissions to the adjudicator, and the discipline authority or discipline representative (if any) may also be permitted to make submissions.

- Disciplinary or corrective measures are recorded in a member's service record, even if the member has resigned or retired.
- Under the Act, investigations, discipline proceedings, public hearings, and reviews on the record may proceed against former or retired police members regarding conduct that occurred while they were an active member. When a former or retired member has committed misconduct, the Act calls on decision makers to impose the disciplinary or corrective measures that would have been taken if the former or retired member had continued to be a member.
- Section 180 of the Act allows for the disclosure of an officer's service record to the board of another police force or law enforcement agency, or to the Commissioner of the RCMP, in respect of potential employment.
- Retired judges appointed under the Act are independent and operate at arm's length from the OPCC. They can make recommendations to the chief constable or police board concerning any changes in policy or practice considered advisable.

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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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