



Thomas Carrique

Commissioner Le Commissaire

File #: OPP-7900

June 4, 2020

MEMORANDUM TO:

ALL MEMBERS

Re: Recent Protest Activity

The unjustified and criminal acts that led to the death of Mr. George Floyd have caused the public to question its trust and confidence in our profession. There are members within the Ontario Provincial Police (OPP) and the communities we provide policing services to who are hurting, and feeling frustrated and outraged. It is important for us as an organization to have the courage to openly discuss these types of incidents in a respectful, compassionate and professional manner. It has become clear that in order to maintain the trust and confidence of our communities, and in support of our members, we must not only speak out against racist behaviour, but listen to what Ontarians are telling us and ensure that our actions align with our words by exemplifying our values of interacting with respect, compassion and fairness – something I believe our members do every day.

Over the course of the last few days, we have witnessed anti-racism demonstrations expanding from urban centres to jurisdictions policed by the OPP, and we are reminded of our responsibility and duty to respect the right of everyone to freedom of expression and peaceful assembly. Our role is to ensure public safety and to keep the peace. In many of these instances, the OPP Provincial Liaison Team will work with groups to provide a safe and peaceful opportunity for demonstrators to exercise their constitutional rights.

This is a unique time in which the rights of freedom of expression and movement must be considered against the current public health recommendations of physical distancing and the emergency orders in the province. Our primary duty is to preserve the peace, maintain public safety and investigate unlawful activity. Members should use their discretion and judgement to consider all circumstances and balance it against the rights of the public to peacefully demonstrate.

Recent Protest Activity

Page two

In closing, I wish to reiterate again that racism and racial discrimination have no place in policing. The event that occurred in Minneapolis with George Floyd was unconscionable and unacceptable. There should never be any doubt that the OPP stands only for our values and equal respect for all. This is an opportunity to be mindful of our biases and work towards a truly inclusive, authentic workplace and community with equal freedoms and treatment for all.

A handwritten signature in black ink, consisting of several overlapping loops and a final flourish extending downwards and to the left.

Thomas Carrique, M.O.M.

- c: Provincial Commanders
- President, Commissioned Officers' Association
- President, Ontario Provincial Police Association
- President, Civilian Association of Managers and Specialists