

Appendix A: Terms of Reference

The Hon. Patrick J. LeSage has been retained by the Ministry of the Attorney General to review the current system of dealing with public complaints regarding police conduct and to advise on the development of a model of resolving public complaints against the police, to ensure that the system is fair, effective and transparent.

Mr. LeSage, with the assistance of government officials, will consult interested parties to determine their views. Mr. LeSage will take into account the historical context of civilian oversight and policing in Ontario and any initiatives and reforms in other jurisdictions that may be of assistance. Mr. LeSage will provide his best advice and recommendations, taking into account the position of interested parties and any consensus amongst those parties on any of the issues. However, Mr. LeSage will not be bound by any consensus in the development of his advice and recommendations.

Mr. LeSage's advice and recommendations will reflect the following principles:

- the police are ultimately accountable to civilian authority;
- the public complaints system must be and must be seen to be fair, effective and transparent;
- any model of resolving public complaints about police should have the confidence of the public and the respect of the police; and
- the province's responsibility for ensuring police accountability in matters of public safety and public trust must be preserved.

Mr. LeSage's work will include a review of the system concerning the filing and investigation of complaints, adjudication, imposition of sanctions, and the disposition of appeals. The Attorney General may on occasion request that Mr. LeSage provide to him an update on the progress of the review.

Mr. LeSage will prepare a final report to the Attorney General summarizing the views that have been expressed and his recommendations and advice. This report will be in a form appropriate for release to the public, pursuant to the *Freedom of Information and Protection of Privacy Act*.