

**From:** Tilley, David (SOLGEN)

**Sent:** Tuesday, January 14, 2025 2:47 PM

**To:** Jennifer Haley; Kevin Stewart; Kim Huffman; Larry Scanlon; Lorne Boyko; Scott Davis

**Cc:** Nicole Chambers; clerks@norfolkcounty.ca; Tracey Cassidy; Michael Graves; Rebecca TurrillTillsonburg

**Subject:** [EXTERNAL] CSPA mandatory board member training.

**Caution**

This email is NOT from a Haldimand County Employee

Good afternoon all,

I just wanted to provide a reminder and some information regarding the Community Safety and Policing Act (CSPA) mandatory training that all board members are required to complete. I have attached the previous Ministry of Solicitor General communication and guidance regarding completing this training.

**Key Training Requirements:**

**1. Roles and Responsibilities Training:**

- **Deadline:** As per CSPA s.35(2) &(3) roles and responsibilities must be completed prior to members exercising the powers or perform the duties of a board or committee member.

**2. Thematic Training Modules:**

- **Deadline:** New appointees must complete it within six months of appointment. As per CSPA s.35(5)

Access to both courses is provided through a dedicated online portal managed by the Ontario Police College (OPC).

If you have questions regarding the process or access to the training please contact the OPC at [opc.registrar@ontario.ca](mailto:opc.registrar@ontario.ca).

Respectfully,

Dave



**David Tilley**

**Police Services Advisor - Zone 4**

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[Ontario's Inspectorate of Policing \(iopontario.ca\)](http://iopontario.ca)

***Improving policing performance  
to make everyone in Ontario safer***

*If you have any accommodation needs or require communication supports or alternate formats, please let me know.*

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Services Boards

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** **New Mandatory Online Learning for the Public Safety Sector**

<b>DATE OF ISSUE:</b>	<b>January 26, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>24-005</b>
<b>PRIORITY:</b>	<b>Normal</b>

In March 2019, the government passed the *Community Safety and Policing Act, 2019* (CSPA), as part of the *Comprehensive Ontario Police Services Act, 2019*. The CSPA comes into force on April 1, 2024. Once in force, the CSPA will replace the current *Police Services Act*. The CSPA is an opportunity to modernize policing and enhance community safety in Ontario. I would like to thank all policing partners for your support throughout the regulatory development process.

As part of the work to bring the Act into force, the Ministry of the Solicitor General has been developing the legislatively required training referred to in sections 35, 83, 92, 102, 111, 132 and 136 of the CSPA. The intent is to provide foundational knowledge and increase standardization of training across the public safety sector.

This memo provides an update on the status of the development of the online learning modules to assist your organization in preparing for your transition to the CSPA.

### **Police Service Boards Roles and Responsibilities Training**

The CSPA mandates training approved by the Solicitor General for members of police service boards, including opted-in First Nation boards, OPP detachment boards, First Nation OPP boards, and members of board committees on their roles and responsibilities. Content will include information on legislative requirements.

This training has been developed in partnership with the Ontario Association of Police Services Boards and a community of practice represented by various police service boards.

The course will be an online, self-directed e-learning course delivered through a dedicated online portal managed by the ministry, where board and committee members will be able to access both this training and the thematic training noted below. It is anticipated that most learners will be able to complete the roles and responsibilities training in under three hours.

The ministry is targeting to launch the *Roles and Responsibilities* training by February 2024, to ensure that current board members can complete the training prior to the CSPA coming into force. There will be a continuous intake for the course as new board members are appointed.

### **Thematic Training E-learning Modules**

The CSPA also requires police officers, special constables, oversight bodies (i.e., Inspectorate of Policing and Law Enforcement Complaints Agency), members of police service boards, including opted-in First Nation boards, Ontario Provincial Police [OPP] detachment boards and First Nation OPP boards, and members of board committees to successfully complete minister-approved training (*Thematic Training*) on the following topics:

1. human rights;
2. systemic racism;
3. the diverse, multicultural, multiracial nature of Ontario society; and,
4. rights and cultures of First Nation, Métis, Inuit Peoples.

The four e-learning courses will be delivered online, self-directed (learn at your own pace), and available in English and French. It is anticipated that most learners will be able to complete the training in under eight hours.

This training was developed by an expert vendor in e-learning, that was selected by an evaluation panel comprised of members of municipal and First Nation boards, policing subject matter experts (SME), and partner ministries.

The ministry is targeting to launch the English version of the *Thematic Training* by March 2024. Different learning groups have different timeframes in which the thematic training courses need to be successfully completed. Please refer to **Appendix A** for the timeframes for each learning group.

### **Access to Training**

Police officers will automatically be enrolled in the *Thematic Training* online module when published. Other identified organizations, including police service boards, will be requested to submit bulk enrollments to gain access to *Thematic* and *Roles and Responsibilities* training, as applicable, prior to training going live. Requests for access to training can be directed to [opcpl@ontario.ca](mailto:opcpl@ontario.ca).

If you have any questions or require further information about enrolling or accessing online training, please contact [opcdl@ontario.ca](mailto:opcdl@ontario.ca).

Sincerely,

*K. Weatherill*

Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

Creed Atkinson  
Chief of Staff, Ministry of the Solicitor General

Ryan Teschner  
Inspector General of Policing

Lisa Darling  
Executive Director, Ontario Association of Police Services Boards

Stephen Leach  
Independent Police Review Director

**APPENDIX A**

CSPA-mandated Training Learner Groups

Learning Group / Training Type	Employment / Membership Status	Timeline
<b>Police Officers</b> <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	By March 31, 2027
<b>Special Constables</b> <i>CSPA Thematic Training</i>	Recruit	Before appointment
	Active	Before re-appointment (depending on appointment, but no later than March 31, 2027)
<b>Board Members &amp; Committees</b> <i>CSPA Thematic Training</i>	Active	By September 30, 2024
	New	no later than 6 months after appointment
<b>Board Members &amp; Committees</b> <i>PSB Roles &amp; Responsibilities Training</i>	Active	Before April 1, 2024
	New	Prior to exercising powers or performing duties
<b>Oversight Bodies</b> <i>CSPA Thematic Training</i>	-	Before April 1, 2024

**MEMORANDUM TO:** All Chiefs of Police and  
Commissioner Thomas Carrique  
Chairs, Police Service Boards

**FROM:** Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

**SUBJECT:** ***Community Safety and Policing Act, 2019***  
**Mandatory Thematic Training**

<b>DATE OF ISSUE:</b>	<b>August 30, 2024</b>
<b>CLASSIFICATION:</b>	<b>General Information</b>
<b>RETENTION:</b>	<b>Indefinite</b>
<b>INDEX NO.:</b>	<b>24-0055</b>
<b>PRIORITY:</b>	<b>Normal</b>

On April 1, 2024, the *Community Safety and Policing Act, 2019* (CSPA) and its regulations came into force. The CSPA is an opportunity to modernize policing and enhance community safety in Ontario.

The CSPA requires police officers, special constables, the Inspector General, any deputy Inspector Generals, Inspectorate of Policing Inspectors, the Complaints Director, the deputy Complaints Director, Law Enforcement Complaints Agency Investigators, members of police service boards, including opted-in First Nation boards, Ontario Provincial Police (OPP) detachment boards, First Nation OPP boards, and members of board committees to successfully complete the minister-approved training (Thematic Training):

1. regarding human rights and systemic racism;
2. promoting recognition and respect for the diverse, multicultural, and multiracial nature of Ontario society; and,
3. promoting recognition and respect for the rights and cultures of First Nation, Inuit and Métis peoples.

The learning groups identified above have different timeframes in which the thematic training courses need to be successfully completed. Please refer to [Appendix A](#) for training deadlines.

The four e-learning courses approved by the minister are delivered online, self-directed (learn at your own pace), and available in English (French version to follow). It is anticipated that learners will be able to complete the training in under eight hours.

This training was developed by an expert vendor in e-learning that was selected by an evaluation panel comprised of members from a municipal police service board, First Nation police service, policing subject matter experts, and partner ministries.

- The Thematic Training (English version) is now available on the Ontario Police College Virtual Academy (OPCVA) to all police services. Learners with an existing OPCVA student number can access the training through: [www.opcva.ca](http://www.opcva.ca). Training will be available on the main page after log-in.
- Learners without a student number can contact the Ontario Police College Registration office at [OPC.Registrar@ontario.ca](mailto:OPC.Registrar@ontario.ca) for assistance with setting up a profile for training access.

Requests for technical support can be made online at [support.opcva.ca](http://support.opcva.ca).

Thank you for the continued support to advance the modernization and continuous improvement of police services in Ontario.

Sincerely,



Ken Weatherill  
Assistant Deputy Minister  
Public Safety Division

Appendix A

c: Mario Di Tommaso, O.O.M.  
Deputy Solicitor General, Community Safety

**APPENDIX A**

**CSPA-mandated Training Learner Groups**

Learning Group	Appointment Period	Training Deadline
<b>Police Officers</b>	Recruit appointed between April 1, 2024, and September 30, 2024	September 30, 2024
	Recruit appointed on or after October 1, 2024	Before appointment
	Active	By March 31, 2027
<b>Special Constables</b>	Recruit appointed between April 1, 2024, and September 30, 2024	September 30, 2024
	Recruit appointed on or after October 1, 2024	Before appointment
	Active	Before re-appointment (depending on appointment, but no later than March 31, 2027)
<b>Boards/Committees</b> Members of a police service board, O.P.P. detachment board, First Nation O.P.P. board, or committee	Members of a police service board who continue in office under subsection 31 (11) of the CSPA	By September 30, 2024
	New appointments on or after April 1, 2024	No later than 6 months after the day of their appointment
<b>Oversight Bodies</b> Complaints Director, deputy Complaints Director, or investigators (Law Enforcement Complaints Agency (LECA)) Inspector General, any deputy Inspector Generals, and inspectors	Individuals appointed up to and including September 30, 2024	September 30, 2024
	Individuals appointed on or after October 1, 2024	Before exercising powers or performing duties