

IN THE MATTER OF a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1.

B E T W E E N:

Chief Stephen Tanner and the Halton Regional Police Service

Applicant

- and -

Constable Amanda Allsop

Respondent

CONSENT ORDER

1. I was appointed pursuant to subsection 202(1) of the *Community Safety and Policing Act* (the “Act”) by the Chair of the Ontario Police Arbitration and Adjudication Commission to act as a Pre-Hearing Conference Adjudicator in this matter.
2. The parties have executed a Settlement Agreement, a copy of which is attached hereto, pursuant to section 202(9) of the *Act*.
3. The Settlement Agreement states that Constable Amanda Allsop was subject to the following allegations:
 - (i) That Cst. Allsop failed to perform her duties appropriately without lawful excuse. Cst. Allsop knew or reasonably ought to have known that her acts or omissions amounted to a failure to perform her duties appropriately, in violation of section 19 of O. Reg. 407/23: CODE OF CONDUCT FOR POLICE OFFICERS, under the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1 (“Failure to Perform Duties Charge”); and
 - (ii) That Cst. Allsop was deceitful or misleading in relation to her duties, employment, or the administration of justice in violation of section 31 of O. Reg. 407/23: CODE OF CONDUCT FOR POLICE OFFICERS under the *Community Safety and Policing Act*, 2019, S.O. 2019, c. 1, Sched. 1 (“Deceit Charge”).
4. The Parties, the Chief and Cst. Allsop, have settled the matter by virtue of s. 202(9) of the **Act** on the following terms.
 - (i) That the parties agree that Cst. Amanda Allsop failed to perform her duties within the meaning of section 19 of O. Reg. 407/23: CODE OF CONDUCT FOR POLICE OFFICERS under the *Community Safety and Policing Act*, pursuant to section 202(8)

of the *Community Safety and Policing Act*.

- (ii) That the parties agree to withdraw the alleged contravention identified as the “Deceit Charge”.
5. In the Settlement Agreement, the parties state that pursuant to s. 21(2) of O. Reg. 404/23: Powers of Pre-Hearing Conference Adjudicator, they consent to the Pre-Hearing Conference Adjudicator making a consent order, including determinations, on issues that would otherwise be determined at the related merits hearing, but have been settled by the parties. The parties have also requested that this order be issued in the form of a public decision.
6. In the Settlement Agreement, the parties state that the “Deceit Charge” was withdrawn, agreeing that the applicable penalty would apply only to the “Failure to Perform Duties Charge”.
7. Having regard to the foregoing, and on the agreement of the parties:
- (i) I determine, in accordance with the party’s agreed settlement, that Cst. Amanda Allsop (“Cst. Allsop”) failed to perform her duties within the meaning of section 19 of O. Reg. 407/23: Code of Conduct for Police Officers under the *Community Safety and Policing Act*, pursuant to section 202(8) of the *Community Safety and Policing Act*.
 - (ii) I determine, in accordance with the party’s agreed settlement, that the penalty of demotion from First Class Constable to Second Class Constable for a period of nine (9) months, is an appropriate penalty.
 - (iii) I determine, where the parties agree that the second allegation (“Deceit Charge”) was withdrawn by the parties, that the demotion to Second Class Constable relates to the allegation of the “Failure to Perform Duties” charge only.
 - (iv) I Order that Cst. Allsop be demoted from the rank of First Class Constable to Second Class Constable for a period of Nine (9) months, following which the officer will be returned to the rank of First Class Constable, on condition that Cst. Allsop is not subject to further discipline within the 9 months from the date of demotion, which is the date on which this Consent Order is signed.
 - (v) This Consent Order, with the attached Settlement Agreement, will be made public as set out and acknowledged by the parties in the Settlement Agreement.

Dated this 13th day of August 2025 at the City of Toronto, Ontario.

“Michael O’Brien”
Michael O’Brien
Adjudicator