

ONTARIO POLICE ARBITRATION AND ADJUDICATION COMMISSION

*In the matter of a proceeding under Section 202 of the
Community Safety and Policing Act, 2019.*

BETWEEN:

CONSTABLE AMANDA ALLSOP

Police Officer

and

CHIEF STEPHEN TANNER, HALTON REGIONAL POLICE SERVICE

Chief of Police

SETTLEMENT AGREEMENT

WHEREAS the Chief of Police of the Halton Regional Police Service (the “Chief”) conducted an investigation under s. 198 of *the Community Safety and Policing Act, 2019*, (the “Act”) into alleged misconduct by Constable Amanda Allsop (“Cst. Allsop”), a sworn member of the Halton Regional Police Service (“HRPS”).

AND WHEREAS the Chief found that there were reasonable grounds to believe that Cst. Allsop engaged in misconduct and the appropriate disciplinary measure was a demotion.

AND WHEREAS the Chief applied to the Commission Chair to hold a hearing into the matter by virtue of s.202 of the Act.

AND WHEREAS the Application set out the following allegations:

- a) 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 *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 (“Failure to Perform Duties Charge”); and,

- b) 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 *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 (“Deceit Charge”).

NOW THEREFORE, the parties, the Chief and Cst. Allsop, agree to settle this matter pursuant to s.202(9) of the Act on the following terms:

- (1) The Parties jointly consent to an order from the Pre-hearing Conference Adjudicator, pursuant to O.Reg. 404/23 s. 21(2), issuing a consent order demoting Cst. Allsop from First-Class Constable to Second-Class Constable for a period of nine (9) months pursuant to section 202 of the *Community Safety and Policing Act, 2019*.
- (2) The Parties have settled the matter with regard to the allegation of “Failure to Perform Duties Charge”; in 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 *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1 (“Failure to Perform Duties Charge”).
- (3) Further, the Parties jointly consent that the allegations contained in the “Deceit Charge” are effectively withdrawn and the demotion to Second Class Constable relates to the allegation in the “Failure to Perform Duties Charge”.
- (4) Cst. Allsop will return to her current rank following the completion of the nine-month demotion, provided she is not subject to further discipline within the 9 months from the date of demotion.
- (5) The Parties agree that the Chief will have the discretion to end Cst. Allsop’s demotion prior to the conclusion of the 9-month period. It is agreed that this discretion is unfettered.

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AGREED TO by Cst. Allsop at the Town of Oakville in the Province of Ontario, this 13 day of August, 2025.



Constable Amanda Allsop
Respondent

** Third time signing*

AGREED TO by counsel acting on behalf of Stephen Tanner, Chief of Police at the Town of Oakville in the Province of Ontario, this 11th day of August, 2025.



Alex Sinclair
Counsel to Chief Stephen Tanner

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