

HALTON REGIONAL POLICE SERVICE
Applicant

AND

CONSTABLE AMANDA ALLSOP
Respondent

Adjudicator:
Michael O'Brien

Appearances:
A. Sinclair, for the Applicant
A. Allsop, Respondent

Heard:
August 13, 2025

Date of decision:
August 13, 2025

Length of decision:
5 pp.

Statutory citations:
Community Safety and Policing Act, 2019, S.O. 2019, c.1, Sched. 1, ss. 202(1), 202(8), 202(9)
O. Reg. 404/23, s. 21(2); O. Reg. 407/23, ss. 19 and 32

PERFORMANCE OF DUTIES - Failure to perform duties - Respondent alleged to have committed two disciplinary offences - Parties reaching settlement at pre-hearing conference stage - Settlement agreement stating that respondent failed to perform her duties, contrary to s. 19 of O. Reg. 407/23 - Second allegation of misconduct withdrawn - Agreed penalty of nine-month demotion imposed - Terms of settlement agreement issued as consent order.

DISCIPLINARY PENALTIES - Demotion - Respondent faced two allegations of misconduct - Respondent acknowledged she failed to perform her duties, contrary to s. 19 of O. Reg. 407/23 - Second Code of Conduct allegation withdrawn - Parties agreeing to nine-month demotion from rank of First Class Constable to Second Class Constable - Settlement agreement issued as consent order.

SETTLEMENT - Respondent faced two allegations of misconduct - Parties entering into settlement at pre-hearing conference stage - Agreement containing respondent's

acknowledgment that she failed to perform her duties - Second allegation withdrawn - Agreed penalty of nine-month demotion imposed.

Summary of Reasons for Decision

Following an investigation by the Chief, Constable Allsop, a member of the Halton Regional Police Service, faced two allegations of misconduct. The first allegation was that she failed to perform her duties, contrary to s. 19 of O. Reg. 407/23, the Code of Conduct. The second allegation was that she was deceitful or misleading in relation to her employment or the administration of justice, contrary to s. 32 of O. Reg. 407/23.

The adjudicator was appointed as a pre-hearing conference adjudicator, pursuant to s. 202(1) of the *Community Safety and Policing Act, 2019*.

Held, consent order adopted.

The parties reached a settlement, and pursuant to s. 21(2) of O. Reg. 404/23, the pre-hearing conference adjudicator issued a consent order, adopting that settlement.

The parties agreed that the respondent failed to perform her duties, in violation of s. 19 of the Code of Conduct. The charge of deceit was withdrawn. The parties also agreed that a nine-month demotion was an appropriate penalty. Accordingly, the adjudicator ordered that the respondent be demoted in rank from First Class Constable to Second Class Constable, following which she would be returned to the rank of First Class Constable, so long as she was not subject to further discipline within that nine-month period.

Authorities cited
