

ONTARIO POLICE ARBITRATION & ADJUDICATION COMMISSION

IN THE MATTER OF proceedings under section 202 of the *Community Safety and Policing Act* and *Ontario Regulation 404/23* made under the *Community Safety and Policing Act*

BETWEEN:

TORONTO POLICE SERVICE

Applicant

AND

POLICE CONSTABLE WASEEM JAVED, #10734

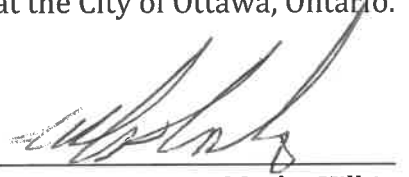
Respondent

CONSENT ORDER

1. **WHEREAS** 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. **AND WHEREAS** the parties have entered into a mutually satisfactory memorandum of agreement (MOA) pursuant to subsection 202(8) of the *Act* a copy of which is attached hereto and consent to me making this Order pursuant to subsection 202(9) of the *Act*.
3. **AND WHEREAS** Police Constable Waseem Javed has admitted in paragraph 5 of the MOA that he engaged in misconduct in that he failed to comply with procedures established by the chief of Police, contrary to section 27 of the *Code of Conduct for Police Officers* o reg 407/23 and therefore, contrary to section 195(a) of the *Act*, when he failed to advise his supervisor that he was recovering from an illness at a location other than his residence.
4. Having regard to the foregoing, and on the agreement of the parties:
 - (a) I find that Police Constable Waseem Javed contravened section 27 of O. Reg. 407/23: *Code of Conduct for Police Officers* made pursuant to the *Act*.

(b) I order that Police Constable Waseem Javed be demoted from First Class Constable to Second Class Constable for a period of three (3) months beginning on March 1, 2026 and upon completion be returned to the rank of First Class Constable.

Dated this 20th day of November 2025 at the City of Ottawa, Ontario.

A handwritten signature in black ink, appearing to read 'Marke Kilkie', written over a horizontal line.

Marke Kilkie
Adjudicator