

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

CONSTABLE SPENCER SLUGG, #11628

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 an Adjudicator in this matter.
2. **AND WHEREAS** the parties have entered into a mutually satisfactory agreement 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** Constable Spencer Slugg has admitted in paragraph 5 of the MOA that he engaged in misconduct by acting in a manner that undermines, or is likely to undermine public trust in policing contrary to subsection 10(1) of the Code of Conduct for Police Officers, O Reg 407/23 and therefore, contrary to section 195(a) of the *Act*, when he drove his personal vehicle after he had consumed alcohol and was subsequently issued a three-day driving suspension pursuant to section 48 of the *Highway Traffic Act*;
4. **AND WHEREAS** the Prosecution has agreed to withdraw charges two (Undermine Public Trust) and three (Fail to Comply with a Lawful Order) of Schedule A to Form 3 – Request for the Appointment of An Adjudicator;
5. Having regard to the foregoing, and on the agreement of the parties:
 - (a) I find that Constable Slugg contravened subsection 10(1) of O. Reg. 407/23: *Code of Conduct for Police Officers* made pursuant to the *Act*.

(b) I order that Constable Slugg be demoted from First Class Constable to Second Class Constable for a period of seven (7) months and upon completion be returned to the rank of First Class Constable.

Dated this 21st day of November 2025 at the City of Toronto, Ontario.



Lisa Taylor
Adjudicator