

OPAAC ADJ #25-018

PEEL REGIONAL POLICE  
Applicant

And

CONSTABLE EMMA ROBB  
Respondent

Adjudicator:

Alisa Chaplick

Appearances:

S. Brown, for the Applicant  
J. Markson, for the Respondent  
Cst. E. Robb, Respondent

Heard:

October 20, 2025

Date of decision:

October 31, 2025

Length of decision:

15 pp.

Statutory citations:

*Community Safety and Policing Act, 2019*, S.O. 2019, c.1, Sched. 1, ss. 195, 202(1), 202(1), 202(8), 202(9)  
O. Reg. 407/23, s. 10  
O. Reg. 404/23, ss. 20 and 21  
*Highway Traffic Act*, R.S.O. 1990, c.H.8, s. 130(1)  
*Criminal Code*, R.S.C. 1985, c. C-46, ss. 320.14 (1)(a) and 320.14(1)(b)

**UNDERMINE PUBLIC TRUST - Off-duty conduct** - Respondent operated her personal vehicle after consuming alcohol - Respondent found sleeping in passenger seat of vehicle with engine running - Respondent initially uncooperative and argumentative with attending police officer - During court proceeding *Criminal Code* charges withdrawn and respondent pled guilty to careless driving under *Highway Traffic Act* - Disciplinary offence of undermine public trust, contrary to s. 10 of Code of Conduct, admitted - Parties reaching settlement of disciplinary matter including penalty of 11-month demotion - Settlement and proposed penalty incorporated in decision of pre-hearing conference adjudicator.

**DISCIPLINARY PENALTIES - Demotion** - Off-duty incident involving consumption of alcohol resulting in guilty plea to charge of careless driving, contrary to *Highway Traffic Act* -

Respondent likewise pleading guilty to disciplinary charge of violating s. 10 of Code of Conduct - Settlement of disciplinary matter and proposed penalty accepted - Respondent to be demoted from first class constable to second class constable for period of 11 months.

**SETTLEMENT** - Admission to charge of violating *Highway Traffic Act* following off-duty consumption of alcohol - In disciplinary proceeding respondent agreed that her actions violated s. 10 of Code of Conduct - Parties reaching settlement of disciplinary matter at pre-hearing conference stage - Settlement, including proposed 11-month demotion, reflected in consent order of adjudicator.

#### Summary of Reasons for Decision

The respondent, Cst. Robb, had been a member of the Peel Regional Police since December 2011. On January 1, 2025, while off duty, Cst. Robb consumed alcohol at her sister's home, then drove her car to a nearby parking lot, where she consumed two more drinks. She fell asleep in the passenger seat of the vehicle, with the engine running and headlights on.

Constable P. Rabidoux of the Waterloo Region Police Service noticed the car. He detected an odor of alcohol coming from the vehicle. Constable Rabidoux asked Cst. Robb to identify herself. She argued with Cst. Robb, asserting that she did not have to identify herself because she was a passenger. Eventually, she complied with his request and identified herself. Constable Rabidoux demanded that Cst. Robb provide a breath sample. Initially she refused; however, she provided a sample after Cst. Rabidoux placed her under arrest. The breath test registered a fail. Constable Robb was then arrested and charged under s. 320.14(a) of the *Criminal Code* for operating a vehicle while impaired. A further charge under s. 320.14(1)(b), operation while impaired – over 80 – was added after she provided two samples at the WRPS cellblock.

On May 8, 2025 Cst. Robb entered a guilty plea in the Ontario Court of Justice to the lesser included offence of careless driving, contrary to s. 130(1) of the *Highway Traffic Act*. The Crown withdrew the criminal charges. Merenda J. accepted the parties' joint submission and imposed a total fine of \$1,250.00.

As a result of this incident, Cst. Robb was charged with the disciplinary offence of Undermine Public Trust, contrary to s. 10 of the Code of Conduct, O. Reg. 407/23. A pre-hearing conference adjudicator was appointed to hear the Peel Regional Police Service's application under s. 202(1) of the *Community Safety and Policing Act* – termination of employment or demotion of a police officer. Pursuant to s. 202(8) of the *CSPA*, the parties settled the matter at the pre-hearing conference stage, having produced an agreed statement of facts together with a proposed penalty of an 11-month demotion from first class constable to second class constable.

*Held*, settlement agreement issued as consent order.

Constable Robb accepted that her actions violated s. 10 of the Code of Conduct. Her admission of guilt amounted to clear and convincing evidence of misconduct. Mitigating factors included Cst. Robb's letter of apology, character references, service and award nominations. Aggravating

factors included the high readings of her breath samples and the fact that she argued with a police officer. Considering comparator cases, a demotion of 11 months was a reasonable penalty. This disposition served the purpose of general and specific deterrence, and it protected the public interest.

Authorities cited

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