

TORONTO POLICE SERVICE  
Applicant

And

CONSTABLE SPENCER SLUGG  
Respondent

Adjudicator:  
Lisa Taylor

Appearances:  
J. Orabovic, for the Applicant  
S. Slugg, Respondent

Heard:  
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Date of decision:  
November 21, 2025

Length of decision:  
6 pp.

Statutory citations:  
*Community Safety and Policing Act, 2019*, S.O. 2019, c.1, Sched. 1, ss. 195(a),  
202(1), 202(8), and 202(9)  
*Highway Traffic Act*, s. 48  
O. Reg. 407/23, s. 10

**UNDERMINE PUBLIC TRUST - Off-duty conduct** - Respondent consumed beer during attendance at casino show and was stopped by members of RIDE program - Respondent produced “Alert” result and was subsequently issued three-day driving suspension pursuant to s. 48 of *Highway Traffic Act* - Parties reaching Memorandum of Agreement - Respondent breached s. 10 of Code of Conduct, O. Reg. 407/23 - Respondent demoted from First Class Constable to Second Class Constable for seven months, with return to rank thereafter.

**DISCIPLINARY PENALTIES - Demotion** - Off-duty incident - Respondent issued three-day driving suspension under *Highway Traffic Act* - Actions breached s. 10 of Code of Conduct - Parties reaching settlement, including agreed disposition - Respondent to be demoted from First Class Constable to Second Class Constable for seven months, with return to rank thereafter.

**SETTLEMENT** - Off-duty incident - Respondent issued three-day driving suspension pursuant to *Highway Traffic Act* - Parties reaching settlement of disciplinary matter - Respondent

pleading guilty to violating s. 10 of Code of Conduct - MOA containing agreed disposition of seven-month demotion - MOA embodied in consent order of adjudicator.

#### Summary of Reasons for Decision

On May 4, 2025 PC Slugg attended a comedy show at Casino Rama and during the show he consumed some beer. Later, exiting the casino parking lot in his vehicle, he was stopped by members of the Rama Police Service, who were conducting RIDE checks. Although Rama police officers did not observe any signs of impairment in PC Slugg's driving, he was asked for a breath sample. The sample returned an "Alert" or "Warn" result. PC Slugg was subsequently issued a three-day driving suspension pursuant to the *Highway Traffic Act*.

The Toronto Police Service alleged that the respondent committed three counts of misconduct, two of which were later withdrawn. The parties reached a Memorandum of Settlement and requested that this be issued as a consent order of the appointed adjudicator.

*Held*, MOA issued as consent order.

The respondent admitted that he engaged in misconduct by acting in a manner that undermines or is likely to undermine public trust in policing, contrary to s. 10 of the Code of Conduct: Undermine Public Trust (O. Reg. 407/23). In accordance with the agreed penalty, the adjudicator ordered that PC Slugg be demoted from First Class Constable to Second Class Constable for seven months, with return to rank at the end of the demotion period.

#### Authorities cited

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