

# 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 SARBJIT CHAKAL, #9905**

**Respondent**

## **CONSENT ORDER**

1. 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. 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 on issues that would otherwise be determined at the related merits hearing, pursuant to subsection 202(9) of the *Act* and s. 21(2) of O. Reg. 404/23, and have requested that this order be issued in the form of a public decision.
3. Police Constable Sarbjit Chakal has admitted in paragraph 4 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 while impaired for which he was found guilty of Operation While Impaired – Exceed Blood Alcohol Concentration under the *Criminal Code of Canada* and sentenced to a fine, victim surcharge, driving prohibition and probation.
4. Having regard to the foregoing, and on the agreement of the parties:
  - (a) I determine that it has been proven on clear and convincing evidence, in accordance with the parties’ agreed settlement, that Police Constable Sarbjit Chakal contravened subsection 10(1) of O. Reg. 407/23: *Code of Conduct for Police Officers* made pursuant to the *Act*.

(b) I determine, in accordance with the parties' agreed settlement, that the penalty of demotion from First Class Constable to Second Class Constable for a period of eighteen (18) months is an appropriate penalty.

(c) I order that Police Constable Sarbjit Chakal be demoted from First Class Constable to Second Class Constable for a period of eighteen (18) months and upon completion be returned to the rank of First Class Constable.

(d) I order Police Constable Sarbjit Chakal to continue treatment for the conditions diagnosed by Homewood Health in June 2025 with a qualified and registered medical practitioner ("Treating Practitioner(s)") at a frequency directed by Treating Practitioner(s) and until such time as the Treating Practitioner(s) provides a letter to the satisfaction of the Manager of the Wellness Unit, Toronto Police Service, or their designate, stating that regular ongoing treatment is no longer necessary.

(e) I order Police Constable Sarbjit Chakal to comply with any recommended treatment for his diagnosed conditions referenced in paragraph 4(c) of this Consent Order as directed by his Treating Practitioner(s).

Dated this 12th day of January, 2026 at the City of Toronto, Ontario

"Maureen Carter-Whitney"  
MAUREEN CARTER-WHITNEY  
Adjudicator