

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

MEMORANDUM OF AGREEMENT

ADMISSIONS

1. With the assistance of legal counsel, Police Constable Sarbjit Chakal, badge #9905 (“**PC Chakal**” or the “**Officer**”) reviewed and understands the Notice of Hearing, the Draft Consent Order and this Memorandum of Agreement (“**this MOA**”).
2. PC Chakal voluntarily admits the truth of the facts as recounted in this MOA and the authenticity of the documents to which it refers.
3. The parties consent to resolving this matter by way of agreement under section 202(8) of the *Community Safety and Policing Act* (“**CSPA**”) and consent to the Pre-Hearing Adjudicator executing the Draft Consent Order.
4. PC Chakal voluntarily admits that the facts recounted in this MOA establish that his conduct constitutes misconduct contrary to section 195(a) of the *CSPA*, in that he did act in a manner that undermines, or is likely to undermine, public trust in policing, contrary to section 10(1) of the *Code of Conduct for Police Officers* (O. Reg. 407/23).

5. PC Chakal understands that by signing this MOA, the Pre-Hearing Adjudicator will sign the Consent Order; a finding will be made that his conduct constitutes misconduct; and the agreed penalty as outlined in the Consent Order will be implemented and enforced by the Toronto Police Service ("TPS").

6. The parties consent to this MOA and the Consent Order being public.

AGREED FACTS

Background

7. The Officer was born on January 30, 1973. The Officer joined Toronto Police Service August 20, 2007. He had not served as a police officer with another force prior.

8. The Officer was assigned to 32 Division at the time of the misconduct.

9. The Officer at the time of the misconduct was a probationary sergeant. Due to the incident outlined below, he was not confirmed as a sergeant and returned to first class constable.

The Incident

10. On Saturday, January 18th, 2025 in or around 6:00 p.m., PC Chakal was observed operating a white Ford - Ford 150, Ontario at the intersection of Halston Road and Financial Drive in the City of Brampton. The complainant reported, and PC Chakal admits that he was acting in a very erratic fashion both when he exited his vehicle and interacted with the complainant, and in his manner of driving. It is PC Chakal's position that he was looking into a possible theft of a vehicle while off duty. The complainant was not aware the vehicle she observed was that of an off-duty police officer.

11. At 6:19 p.m., Peel Regional Police Service (PRPS) located PC Chakal at his residence. He was unsteady on his feet and spoke incoherently. PRPS formed the opinion that he was the one who was operating a motor vehicle while impaired.

12. At 6:33 p.m., PC Chakal was arrested and transported to 22 Division in Peel where he provided two suitable breath samples. The first reading was 239 mg of alcohol in 100 ml of blood at 8:05 p.m. The second reading was 232 mg of alcohol in 100 ml of blood at 8:28 p.m.

Criminal Proceedings

13. On February 27, 2025, PC Chakal appeared before the Honourable Justice S. Caponecchia in Brampton Ontario. He pled guilty to the criminal offence of Operation While Blood Alcohol Over 80 contrary to Criminal Code s. 320.14(1)(b). The court imposed a sentence of a fine totalling \$2,500 fine, a victim surcharge of \$750.00 and a one year driving prohibition.

Ongoing Mental Health and Addiction Treatment

14. PC Chakal was admitted to Homewood Health in April 2025 and successfully completed the in-patient Guardian Concurrent Program. He was discharged in June 2025. He continues to seek regular treatment from a registered medical professional for the conditions diagnosed by Homewood Health.

PRIOR DISCIPLINE AND CRIMINAL RECORD

15. PC Chakal has no prior discipline history.

Signed at City of Toronto,
on December 12, 2025:



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PC Sarbjit Chakal
Respondent

Signed at the City of Toronto,
on December 11, 2025:



.....
Elizabeth Glasbergen
Counsel

Toronto Police Service

PC Sarbjit Chakal

and

Applicant

Respondent

**ONTARIO POLICE ARBITRATION
AND ADJUDICATION COMMISSION**

Proceeding commenced at Toronto

MEMORANDUM OF AGREEMENT

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