

IN THE MATTER OF a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act*, 2019, S.O., 2019, c. 1, Sched. 1

BETWEEN:

PEEL REGIONAL POLICE

Applicant

-and-

DETECTIVE PAUL CORCORAN #2531

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

This Settlement Agreement (the “Agreement”) is made by Detective Paul Corcoran #2531 (“Det. Corcoran”) and the Peel Regional Police (the “Service”) pursuant to section 202(8) of the *Community Safety and Policing Act* (the “CSPA”).

Anita John was appointed as a Pre-Hearing Conference Adjudicator by the Chair of the Ontario Police Arbitration and Adjudication Commission pursuant to section 202(1) of the CSPA.

Pursuant to section 21(2) of Ontario Regulation 404/23, the parties hereby consent to the Pre-Hearing Conference Adjudicator making orders, including determinations, on issues that would otherwise be determined at a merits hearing.

B. ALLEGATIONS OF MISCONDUCT

COUNT ONE: O. Reg. 407/23: Code of Conduct for Police Officers, section 30.

A police officer shall not engage in workplace violence or workplace harassment, including workplace sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*.

It is alleged that between March 5, 2024, and February 26, 2025, Det. Corcoran engaged in workplace violence or workplace harassment, including sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*, contrary to section 30 of O. Reg. 407/23: Code of Conduct for Police Officers, which constitutes misconduct pursuant to section 195 of the *CSPA*.

COUNT TWO: O. Reg. 407/23: Code of Conduct for Police Officers, section 10.

A police officer shall not conduct themselves in a manner that undermines, or is likely to undermine, public trust in policing.

It is alleged that between March 5, 2024, and February 26, 2025, in creating a toxic work environment by engaging in workplace violence or harassment, including sexual harassment as described in the *Occupational Health and Safety Act*, Det. Corcoran undermined or was likely to undermine, public trust in policing, contrary to section 10 of Ontario Regulation 407/23: Code of Conduct for Police, which constitutes misconduct pursuant to section 195 of the *CSPA*.

C. AGREED STATEMENT OF FACTS

Det. Corcoran and the Service have agreed upon the following facts:

1. In between March 5, 2024, and February 26, 2025, on repeated occasions:
 - a) Det. Corcoran made verbal threats and used aggressive behaviour in that he stated he wanted to 'punch out' numerous officers on several different occasions;
 - b) Det. Corcoran made derogatory, racist, and sexist comments to other officers;
 - c) Det. Corcoran initiated gossip and spread rumours through text messages and conversations with other officers and spoke openly about officers' deficiencies in work performance in front of platoon members.

- d) Det. Corcoran yelled and belittled another officer causing the officer to become emotionally distraught;
 - e) Det. Corcoran shared an officer's personal medical information with other members of the platoon;
 - f) Det. Corcoran constantly criticized the work performance of certain officers and used intimidation tactics to create an environment of fear;
 - g) Det. Corcoran created a toxic work environment in which officers were fearful of speaking up and reporting misconduct, which negatively affected the productivity and morale of the platoon.
 - h) Det. Corcoran threatened to publicly disparage officers that did not agree with his decisions about acting time.
2. After Det. Corcoran was served with a Notice of Investigation, he made allegations about one of the complainants. Det. Corcoran had been aware of these allegations for a period of time but did not report them in a timely manner as was his duty to report. Rather, he only reported the allegations upon being made aware that a complaint had been made against him.

D. FINDING OF MISCONDUCT

Det. Corcoran and the Service agree that it is proven on clear and convincing evidence that Det. Corcoran committed two counts of misconduct contrary to section 195(a) of the *CSPA*, in that, between March 5, 2024, and February 26, 2025:

- a) Det. Corcoran created a toxic work environment by engaging in workplace violence or workplace harassment, including sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*, contravening section 30 of Ontario Regulation 407/23: Code of Conduct for Police Officers; and
- b) Det. Corcoran, contravened section 10 of Ontario Regulation 407/23: Code of Conduct for Police Officers, by conducting himself in a manner that undermined, or was likely to undermine, public trust in policing.

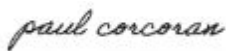
E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein and the admission of a finding of misconduct on clear and convincing evidence, Det. Corcoran and the Service agree that this matter be resolved through the following Agreement, pursuant to section 202(8) of the *CSPA*:

- a) Det. Corcoran will be demoted from the rank of Detective to First (1st) Class Constable for a period of six (6) months, following which the officer will be returned to the rank of Detective on the basis of satisfactory work performance to be determined by the officer's Divisional Commander pursuant to section 202(9)3 of the *CSPA*; and
- b) Det. Corcoran will receive coaching and training on interpersonal skills and management, as deemed appropriate by the Service.

F. ACKNOWLEDGEMENTS

- 1. The Parties acknowledge and agree to the terms of this Agreement.
- 2. The Parties acknowledge and agree to the terms of the Consent Order attached as Schedule A to this Settlement Agreement.
- 3. Det. Corcoran acknowledges and agrees that he has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Agreement; and that he has obtained independent legal advice or has chosen not to do so, and that he is entering into this agreement with full knowledge of the contents and the consequences.
- 4. Det. Corcoran acknowledges and is aware that this Agreement will be posted on the Service's website for a period of three (3) months and may further be posted on the Ontario Police Arbitration and Adjudication Commission ("OPAAC") website and/or in other such places that the Service or OPAAC may deem appropriate.



Detective Paul Corcoran #2531

2026-02-09

Date



Samantha Brown
Legal Counsel
Peel Regional Police

2026-02-09

Date