

OPAAC ADJ #26-006

PEEL REGIONAL POLICE
Applicant

And

DETECTIVE PAUL CORCORAN
Respondent

Adjudicator:
Anita John

Appearances:

Heard:

Date of decision:
February 10, 2026

Length of decision:
6 pp.

Statutory citations:
Community Safety and Policing Act, 2019, S.O. 2019, c1, Sched. 1, ss. 195(a),
202(1), 202(8), 202(9)
O. Reg. 407/23, ss. 10 and 30; O. Reg. 404/23, s. 21(2)
Occupational Health and Safety Act, RSO 1990, c O.1

HARASSMENT - Numerous incidents spanning one year period involving aggressive and harassing behaviours - Respondent created toxic work environment by engaging in workplace violence or workplace harassment, including sexual harassment - Misconduct admitted - Clear and convincing evidence that respondent violated s. 30 of Code of Conduct.

UNDERMINE PUBLIC TRUST - Creation of toxic work environment - Clear and convincing evidence that respondent violated s. 30 of Code of Conduct - By engaging in workplace harassment, respondent acted in a manner that undermined or was likely to undermine public trust in policing, contrary to s. 10 of Code of Conduct.

DISCIPLINARY PENALTIES - Demotion - Respondent admitted violating ss. 30 and 10 of Code of Conduct - Parties settling matter, including agreed disposition of demotion - Respondent to be demoted from Detective to First Class Constable for 6 months, with return to rank on the basis of satisfactory work performance.

SETTLEMENT - Respondent committed two counts of misconduct, violating ss. 30 and 10 of Code of Conduct - Parties reaching settlement agreement, including agreed disposition of 6-month demotion - Agreement incorporated in orders of pre-hearing conference adjudicator.

Summary of Reasons for Decision

The respondent, Det. Corcoran, faced two allegations of misconduct. The parties reached a settlement of the matter, which formed the basis of orders issued by the pre-hearing conference adjudicator. The respondent admitted that between March 5, 2024 and February 26, 2025 he engaged in repeated instances of workplace violence or harassment, including sexual harassment, within the meaning of the *Occupational Health and Safety Act*, and thereby created a toxic work environment. This pattern of behaviour violated s. 30 of the Code of Conduct, O. Reg. 407/23. By creating a toxic work environment, the respondent also violated s. 10 of the Code; he conducted himself in a manner that undermined, or was likely to undermine, public trust in policing.

The parties further agreed on disposition, viz. a 6-month demotion from Detective to First Class Constable, with return to rank on the basis of satisfactory work performance. In addition, the parties agreed the respondent would receive coaching and training on interpersonal skills and management, as deemed appropriate by the service.

Authorities cited
