

ONTARIO POLICE ARBITRATION AND ADJUDICATION COMMISSION

IN THE MATTER OF proceedings under section 201 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 MARTEN ENGEL, #8901

Respondent

CONSENT ORDER

1. **WHEREAS** I was appointed pursuant to subsection 201(6.2) 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. **AND WHEREAS** the parties have entered into a mutually satisfactory agreement pursuant to subsection 201(9) 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 201(9) of the *Act*.
3. **AND WHEREAS** Police Constable Marten Engel has admitted in paragraph 5 of the MOA that he engaged in misconduct in that he did in the course of his duties, use abusive language with any person or otherwise treat any person in a manner that is abusive when he used derogatory gender-based language to describe female Sergeants at his unit, contrary to subsection 12 of the *Code of Conduct for Police Officers* (O. Reg. 407/23) and therefore, contrary to section 195(a) of the *Act*.
4. Having regard to the foregoing, and on the agreement of the parties:
 - (a) I find that Police Constable Marten Engel contravened subsection 12 of O. Reg. 407/23: *Code of Conduct for Police Officers* made pursuant to the *Act*.

(b) I order that Police Constable Marten Engel forfeit 40 hours forthwith and direct that Toronto Police Service be permitted to remove those hours from any banked time available or require that Police Constable Engel to work those 40 hours without pay.

(c) I order Police Constable Marten Engel to attend a Motivational Interview with the Respectful Workplace Unit at the earliest mutually available date which will occur on or before September 30, 2026.

(d) I order Police Constable Marten Engel to comply with any recommendations following the Motivational Interview referenced in paragraph 4(c) of this Consent Order as directed by the Respectful Workplace Unit.

Dated this 7th day of April 2026 at Prince Edward County, Ontario.



Mr. K.M. (Mike) Bickerton
Adjudicator