

ONTARIO POLICE ARBITRATION AND 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 MARTEN ENGEL, #8901

Respondent

MEMORANDUM OF AGREEMENT

ADMISSIONS

1. With the assistance of legal counsel, Police Constable Marten Engel, badge #8901 (“**PC Engel**” or the “**Officer**”) reviewed and understands the Notice of Hearing, the Draft Consent Order and this Memorandum of Agreement (“**this MOA**”).
2. PC Engel 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 201(9) of the *Community Safety and Policing Act* (“**CSPA**”) and consent to the Adjudicator executing the Consent Order.
4. PC Engel consents to the amendment of Notice of Hearing in which Toronto Police Service amended the charge from alleging a violation of section 30 of the *Code of Conduct for Police Officers*, O. Reg. 407/23 (the “**Code**”) to a violation of section 12 of the Code.
5. PC Engel 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 in the

course of his duties, use abusive language with any person or otherwise treat any person in a manner that is abusive, contrary to section 12 of the *Code*.

6. PC Engel understands that by signing this MOA, the 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”).

7. The parties consent to this MOA and the Consent Order being public and that they be posted publicly on Ontario Arbitration and Adjudication Commission website.

AGREED FACTS

8. The Officer joined Toronto Police Service August 23, 2004.

9. PC Engel has worked at the Mounted Unit as a police constable for approximately 13 years.

10. On at least three occasions between May 2023 and November 2024 PC Engel vented frustrations regarding the actions of two female sergeants in the Mounted Unit using gender-based derogatory terms in the presence of female police constables in the Mounted Unit.

11. PC Engel acknowledges that by employing these gender-based derogatory terms to describe two female sergeants in his unit, he employed abusive language in violation of section 12 of the Code.

PRIOR DISCIPLINE AND CRIMINAL RECORD

12. PC Engel has no prior discipline history.

Signed at City of Toronto,
on April 2, 2026:



.....
PC Marten Engel
Respondent

Signed at the City of Toronto,
on April 1, 2026:



.....
Elizabeth Glasbergen
Counsel

Toronto Police Service PC Marten Engel
Applicant and Respondent

**ONTARIO POLICE ARBITRATION
AND ADJUDICATION COMMISSION**

Proceeding commenced at Toronto

MEMORANDUM OF AGREEMENT

Prosecution Services
Legal Services
Toronto Police Service
40 College St.
Toronto, ON M5G 2J3
Elizabeth Glasbergen, Counsel
416-808-7731 (Telephone)
Elizabeth.glasbergen@tps.ca