

Ontario Police Arbitration and Adjudication Commission

IN THE MATTER OF a proceeding under section 202 of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, as amended, and *Ontario Regulation 404/23* made under the *Community Safety and Policing Act*

BETWEEN:

OTTAWA POLICE SERVICE

Applicant

-and-

CONSTABLE JEROME RABIHA-STEVENSON

Respondent

CONSENT ORDER

1. Pursuant to subsection 202(1) of the *Community Safety and Policing Act, 2019*, as amended (the “**Act**”), the Chair of the Ontario Police Arbitration and Adjudication Commission appointed me as the Pre-Hearing Conference Adjudicator in this matter.
2. The parties have entered into the attached Settlement Agreement pursuant to subsection 202(8) of the Act.
3. In accordance with subsection 202(9) of the Act and subsection 21(2) of *Ontario Regulations 404/23 – Adjudication Hearings* (“**O. Reg. 404/23**”), the parties have consented to the Pre-Hearing Adjudicator making this Order on the issues that would otherwise be determined at the merits hearing, and have requested that this Order be issued in the form of a public decision.
4. Constable Jerome Rabiha-Stevens (“**Constable Rabiha-Stevens**”) has admitted in paragraph D of the Settlement Agreement that he engaged in four counts of misconduct as follows:
 - (a) Constable Rabiha-Stevens failed to comply with procedures established by the Chief of Police in that:
 - i. Between March 2024 and May 2025, Cst. Rabiha-Stevens committed misconduct in that he conducted 17 unauthorized queries of individuals personally known to him, both on and off duty, for personal reasons, via the Ministry of Transportation of Ontario Inquiry Services System (“**MTO ISS**”) database as well as the Canadian Police Information Centre (“**CPIC**”) database, in contravention of Ottawa Police Service (“**OPS**”) Policy No. 2.23, the OPS Information Technology (“**I.T.**”) User Acknowledgment Form, the MTO User Acknowledgment Form, and the CPIC System User Acknowledgment form, thereby failing to comply with procedures established

by the Chief of Police, contrary to section 27 of *Ontario Regulation 407/23 – Code of Conduct for Police Officers (O. Reg 407/23)* and therefore contrary to section 195(a) of the Act.

- ii. Between December 2024 and May 2025, Cst. Rabiha-Stevens committed misconduct in that he conducted 49 unauthorized queries of members of the public, both on and off duty, for personal reasons, via the MTO ISS database as well as the CPIC database, in contravention of OPS Policy No. 2.23, the OPS I.T. User Acknowledgment Form, the MTO User Access Acknowledgment Form, and the CPIC System User Acknowledgment Form, thereby failing to comply with procedures established by the Chief of Police, contrary to section 27 of O. Reg. 407/23 and, therefore, contrary to section 195(a) of the Act.

(b) Constable Rabiha-Stevens undermined public trust in that:

- i. On April 27, 2025. Constable Rabiha-Stevens committed misconduct in that, while on duty, in police uniform, and operating a marked police cruiser, he confronted his domestic partner and a male individual in a Tim Hortons parking lot, manoeuvring his police cruiser between their parked vehicles resulting in damage to the male's vehicle, thereby conducting himself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to section 10 of the O. Reg. 407/23 and, therefore, contrary to section 195(a) of the Act.
- ii. Between March 2024 and May 2025, Constable Rabiha-Stevens committed misconduct in that he conducted unauthorized queries of female individuals he met at a gym via the MTO ISS database and CPIC database, for the purpose of identifying them, locating their social media, and/or to initiate contact, thereby conducting himself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to section 10 of Ontario Regulation 407/23 and, therefore, contrary to section 195(a) of the Act.

5. Having regard to the foregoing, and on the agreement of the parties:

- (a) I determine that it has been proven on clear and convincing evidence, in accordance with the parties' Settlement Agreement, that Constable Rabiha-Stevens committed two counts of misconduct contrary to section 27 of O. Reg. 407/23, and two counts of misconduct contrary to section 10 of O. Reg. 407/23 and, therefore, contrary to section 195(a) of the Act.
- (b) In determining whether the proposed penalty is appropriate, I have taken into consideration the four letters that have been provided in support of Constable Rabiha-Stevens.
- (c) I determine, in accordance with the parties' Settlement Agreement and pursuant to section 202(9) of the Act, the appropriate penalty is that Constable Jerome Rabiha-Stevens be demoted from the rank of First Class Constable to Second Class Constable for a period of eighteen (18) months.
- (d) Pursuant to section 202(9) 3 of the Act, I order that Constable Jerome Rabiha-Stevens be demoted from the rank of First Class Constable to Second Class Constable for a period of eighteen (18) months, following which, on the basis of

satisfactory work performance to be determined by the Ottawa Police Service, the Officer will be returned to the rank of First Class Constable.

- (e) This Decision and Order with the attached Settlement Agreement, or portions thereof will be made public as set in the Settlement Agreement and acknowledged by the parties in the Settlement Agreement.

DATED this 20th day of April, 2026, at the City of Toronto, Ontario.

“Verlyn Francis”
VERLYN FRANCIS
Adjudicator