

OPAAC ADJ #26-012

TORONTO POLICE SERVICE
Applicant

And

CONSTABLE MARTEN ENGEL
Respondent

Adjudicator:

K.M. (Mike) Bickerton

Appearances:

Heard:

Date of decision:

April 7, 2026

Length of decision:

6 pp.

Statutory citations:

Community Safety and Policing Act, 2019, S.O. 2019, c 1, Sched. 1, ss. 195(a), 201 (6.2),
201(9)

O. Reg. 404/23; O. Reg. 407/23, s. 12

ABUSIVE LANGUAGE - Respondent used gender-based, derogatory language to describe female sergeants in his unit - Breach of s. 12 of Code of Conduct admitted - Settlement agreement, including agreed penalty, incorporated into consent order of pre-hearing conference adjudicator.

DISCIPLINARY PENALTIES - Forfeiture of hours or pay - Use of gender-based, derogatory language to describe female sergeants - Breach of s. 12 of Code of Conduct admitted - Settlement agreement, including agreed penalty, incorporated into consent order of pre-hearing conference adjudicator - Respondent directed to forfeit 40 hours and attend motivational interview.

DISCIPLINARY PENALTIES - Directed program or activity - Use of gender-based, derogatory language to describe female sergeants - Respondent admitting he breached s. 12 of Code of Conduct - Settlement agreement, including agreed penalty, incorporated into consent order of pre-hearing conference adjudicator - In addition to forfeiting 40 hours, respondent required to attend motivational interview with Respectful Workplace Unit.

SETTLEMENT - Respondent admitting he breached s. 12 of Code of Conduct, abusive language, when he described female sergeants in gender-based, derogatory terms - Parties reaching settlement agreement prior to adjudication hearing - Settlement agreement, including agreed penalty, incorporated into consent order of pre-hearing conference adjudicator.

Summary of Reasons for Decision

The respondent, P.C. Engel, a member of the Toronto Police Service since 2004, worked in the Mounted Unit for approximately 13 years. He had no disciplinary record. On at least three occasions between May 2023 and November 2024, in the presence of female police constables in the Mounted Unit, P.C. Engel used gender-based, derogatory terms to describe two female sergeants in the Mounted Unit. He was charged with violating s. 12 of O. Reg. 407/23, the Code of Conduct – use of abusive language. P.C. Engel admitted the allegation.

The parties reached a settlement (Memorandum of Agreement), including an agreed penalty, which was incorporated in the consent order of the pre-hearing conference adjudicator. In accordance with the MOA, the respondent was found to have breached s. 12; and he was ordered to forfeit 40 hours, pursuant to s. 201(6.2) of the *Community Safety and Policing Act, 2019*. He was also ordered to attend a motivational interview with the Respectful Workplace Unit.

Authorities cited
