

OPAAC ADJ #26-013

OTTAWA POLICE SERVICE
Applicant

And

CONSTABLE JEROME RABIHA-STEVENS
Respondent

Adjudicator:
Verlyn Francis

Appearances:

Heard:

Date of decision:
April 20, 2026

Length of decision:
16 pp.

Statutory citations:
Community Safety and Policing Act, 2019, S.O. 2019, c 1, Sched. 1, ss.195 (a), 202(1),
202(8), 202(9)
O. Reg. 404/23, s. 21(2); O. Reg. 404/23, ss. 10 and 27

COMPLIANCE WITH PROCEDURES - Misuse of information technology systems - Two counts of unauthorized accessing of police and government database information systems - Respondent admitting he conducted numerous unauthorized queries for personal reasons - Unauthorized queries spanned period of over one year - Respondent failed to comply with procedures established by chief - Actions contrary to s. 27 of Code of Conduct - Application for adjudication pursuant to s. 202 of *Community Safety and Policing Act* resulting in consent order.

UNDERMINE PUBLIC TRUST - Two counts of undermine public trust - Respondent initiated public confrontation for personal reasons - Respondent also made unauthorized inquiries of female individuals for the purpose of identifying and locating them - Actions violated s. 10 of Code of Conduct - Misconduct admitted - Application for adjudication pursuant to s. 202 of *Community Safety and Policing Act* resulting in consent order.

DISCIPLINARY PENALTIES - Demotion - Respondent charged with four counts of misconduct - Respondent admitted he violated ss. 10 and 27 of Code of Conduct - Parties reaching settlement including agreed penalty of 18-month demotion from First Class Constable

to Second Class Constable - Consent order of pre-hearing conference adjudicator incorporating settlement.

SETTLEMENT - Respondent charged with four counts of misconduct - Respondent admitted he breached ss. 10 and 27 of Code of Conduct - Settlement agreement, including agreed penalty of demotion, issued as consent order of pre-hearing conference adjudicator.

Summary of Reasons for Decision

Constable Rabiha-Stevens, the respondent, had been a sworn member of the Ottawa Police Service since March 2022. On May 14, 2025 the Professional Standards Unit began an investigation into allegations that he committed misconduct. The PSU investigation resulted in four disciplinary charges: two counts of failure to comply with procedures established by the chief, contrary to s. 27 of the Code of Conduct, O. Reg. 407/23, and two counts of undermine public trust, contrary to s. 10 of the Code.

The violations of s. 27 related to improper use of IT resources. When hired, Cst. Rabiha-Stevens signed various user acknowledgement forms issued by the OPS governing acceptable use of information database systems, both police and government, including CPIC and MTO database systems. Contrary to these undertakings, between March 2024 and May 2025 the respondent conducted 17 unauthorized queries of individuals known to him. In addition, between December 2024 and May 2025 he made 49 unauthorized queries of members of the public. All of these queries were made for personal reasons.

The first violation of s. 10 related to the respondent's initiation of a public confrontation. On April 27, 2025, while on duty, in uniform, and driving a marked police cruiser, the respondent confronted his domestic partner and a male individual in her company, in a parking lot, and caused a collision which damaged the male's vehicle. The second violation of s. 10 related to the respondent's unauthorized accessing of police and government databases for the purpose of identifying and contacting female individuals he met at a gym.

The respondent admitted all four allegations. The parties reached a settlement prior to a hearing of the merits of the OPS's application under s. 202(1) of the *Community Safety and Policing Act*. The settlement contained some background context, including the respondent's admissions in his compelled (PSU) interview that he knew his conduct was improper and that it was driven by his fixation on his personal relationships.

The pre-hearing conference adjudicator issued a consent order which included the findings that the respondent committed four counts of misconduct. In accordance with the agreed penalty, the pre-hearing conference adjudicator ordered that Cst. Rabiha-Stevens be demoted from First Class Constable to Second Class Constable for a period of 18 months, with return to the rank of First Class thereafter on the basis of satisfactory work performance.

Authorities cited
