

IN THE MATTER OF a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act*, 2019, S.O., 2019, c. 1, Sched. 1

BETWEEN:

PEEL REGIONAL POLICE

Applicant

-and-

CONSTABLE ZAHRA YUSUFZAY #4527

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

This Settlement Agreement (the “Agreement”) is made by Constable Zahra Yusufzay (“Cst. Yusufzay”) and the Peel Regional Police (the “Service”) pursuant to section 202(8) of the *Community Safety and Policing Act* (the “CSPA”).

B. ALLEGATIONS OF MISCONDUCT

UNDERMINE PUBLIC TRUST IN POLICING

Cst. Yusufzay committed misconduct in that on or about December 16, 2024, she left her police-issued use of force equipment, including a loaded firearm, unattended in a public area and was subsequently arrested for unsafe storage of a firearm, contrary to section 86(2) of the *Criminal Code of Canada*. In doing so, Cst. Yusufzay conducted herself in a manner that undermined, or is likely to undermine, public trust in policing, contrary to section 10 of the prescribed Code of Conduct.

C. AGREED STATEMENT OF FACTS

Cst. Yusufzay and the Service have agreed upon the following facts:

1. On December 16, 2024, Cst. Yusufzay was working in a plain-clothes capacity. She attended the Mango clothing store at Square One in Mississauga on her lunch break.
2. While inside the store, Cst. Yusufzay entered the change room to try on pants for work. She removed her duty belt which contained her police-issued use of force equipment, including a firearm, an additional loaded magazine, and handcuffs.
3. While in the change room, Cst. Yusufzay received a phone call from PC Hamza Mohammad to do a translation by phone. Cst. Yusufzay then exited the change room and left the store in order to do that translation in her car in the parking lot by phone, inadvertently leaving her police-issued equipment unattended in the change room.
4. The equipment was then discovered by a Mango store employee, who reported it to Square One mall security, who in turn notified PRP.
5. PRP paid duty officers at Square One attended the Mango location. They treated the firearm as a potential public safety risk, rendered it safe, and secured the equipment. Ownership of the equipment was confirmed through engraved badge identifiers and police records, and a supervisor was notified. Sergeant Andrew Nomi #3483 (Sgt. Nomi) attended the scene and took custody of the equipment.
6. Cst. Yusufzay subsequently realized she had left her equipment behind. She made calls to the Mango store and the Square One Mall security. She returned to Square One. She was reunited with her equipment by the PRP on-scene supervisor, Sgt. Nomi. She was very apologetic. PRP's Internal Affairs was notified of the incident.
7. On March 11, 2025, Cst. Yusufzay was arrested by a member of PRP's Internal Affairs for unsafe storage of a firearm, contrary to section 86(2) of the *Criminal Code*. She was released on a Form 10.
8. In leaving her police-issued use of force equipment, including a loaded firearm, unattended in a public area, it is alleged that Cst. Yusufzay conducted herself in a manner that undermined, or is likely to undermine, public trust in policing, contrary to section 10 of the prescribed Code of Conduct.

D. FINDING OF MISCONDUCT

Cst. Yusufzay accepted responsibility for her actions and by this agreement is deemed to have pleaded guilty to conduct that undermined, or is likely to undermine, public trust in policing, contrary to section 10 of the prescribed Code of Conduct. This constitutes misconduct, contrary to section 195(a) of the CSPA.

E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Yusufzay's guilty plea, and the admission of a finding of misconduct, Cst. Yusufzay and the Service agree that this matter be resolved through the following Agreement, pursuant to section 202(8) of the CSPA:

1. Cst. Yusufzay is directed to forfeit fifteen (15) days or 120 hours, pursuant to sections 200 (1)(3) and 202(10) of the CSPA.

F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to the terms of this Agreement.
2. Cst. Yusufzay acknowledges and agrees that she has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Agreement; and that she has obtained independent legal advice, and that she is entering into this agreement with full knowledge of the contents and the consequences.
3. Cst. Yusufzay acknowledges and is aware that the Ontario Police Arbitration and Adjudication Commission ("OPAAC") and/or the Service will publish the Agreement, or portions thereof, on their respective websites.



Constable Zahra Yusufzay #4527

2026-06-18

Date



Peel Regional Police

2026-06-19

Date