

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.

B E T W E E N:

OTTAWA POLICE SERVICE

Applicant

- and -

CONSTABLE ANDRE HART (#2551)

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

This Settlement Agreement (the “Agreement”) is entered into by Cst. Andre Hart (“Cst. Hart”) and the Ottawa Police Service (the “Service”) pursuant to section 202(8) of the *Community Safety and Policing Act* (“CSPA”).

B. ALLEGATIONS OF MISCONDUCT

Constable Andre Hart (#2551):

COUNT ONE: Engaging in Workplace Violence, Workplace Harassment or Workplace Sexual Harassment

You are alleged to have committed misconduct in that, on or about February 2, 2026, you made comments of a sexual nature while participating in practical training exercises that you knew or ought reasonably to have known were unwelcome, thereby engaging in workplace violence or workplace harassment, including workplace sexual harassment, as described in the *Occupational Health and Safety Act*, contrary to Section 30 of Ontario Regulation 407/23 and therefore, contrary to Section 195(a) of the *Community Safety Policing Act*, 2019, as amended.

C. AGREED STATEMENT OF FACTS

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

EMPLOYMENT HISTORY

1. Cst. Hart has been a police officer since August 2005.
2. Cst. Hart has been a sworn member of the Ottawa Police Service (“OPS”) since 2019. Prior to joining the OPS, he was a sworn member of the Toronto Police Service from 2005 to 2019.

DAY ONE OF USE OF FORCE TRAINING – FEBRUARY 2, 2026

3. On February 2, 2026, Cst. Hart participated in Day 1 of the annual Use of Force requalification training which was focused on defensive tactics. Cst. Hart was partnered with a female OPS member (“Cst. A.A.”) and a male OPS member (“Cst. B.B.”).
4. The morning began with two –officer takedown techniques, rotating roles. During one of the scenarios, Cst. A.A. acted as the subject, and Cst. Hart incorrectly wrapped his arms below Cst. A.A. ’s knees, causing significant discomfort, and drove her forward with force. Upon landing, Cst. A.A. voiced that the technique used by Cst. Hart caused her pain.
5. Cst. A.A. and Cst. B.B. both expressed concern that Cst. Hart was performing the drill on Cst. A.A. incorrectly and in an unsafe manner. When Cst. Hart was prompted to correct his technique and to avoid being too rough, Cst. Hart commented that he “likes it rough.”
6. As the morning progressed, the training transitioned to temporary restraint device drills. Prior to commencing the drill, an exchange ensued:
 - a. Cst. A.A.: “Okay, we’re going to practice hog –tying people.”
 - b. Cst. Hart: “That’s a turn on.”
 - c. Cst. A.A.: “Ew no, not like that.”

- d. Cst. Hart: “This is foreplay for me. I do it every morning.”
7. As a result of Cst. Hart's sexual comments, Cst. A.A. felt uncomfortable.
8. During the lunch break, Cst. A.A. approached a supervisor and expressed concerns regarding the comments made by Cst. Hart. Cst. A.A. also expressed her unease about having further interactions with Cst. Hart during the training--particularly as the afternoon drills involved mounting techniques.
9. The supervisor arranged for Cst. A.A. to partner with other instructors for the remainder of the afternoon in order to prevent any further distress.
10. Cst. Hart admits that, while participating in Use of Force training with Cst. A.A., he made unwelcome comments of a sexual nature to Cst. A.A., including that he “likes it rough,” that the tying/restraint drill was “a turn on,” that it was “foreplay” for him, and that he “do[es] it every morning.” These comments constitute workplace sexual harassment.
11. Cst. Hart cooperated with Professional Standards Investigators, expressed remorse for his actions, and accepted responsibility.

PREVIOUS DISCIPLINE

12. On March 19, 2025, pursuant to sections 200(1)3 and 200(1)5 of the *Community Safety and Policing Act*, Cst. Hart consented to Chief Imposed discipline for making an offensive remark about another officer related to a ground protected under the Ontario *Human Rights Code*. Cst. Hart forfeited 1 day (8 hours) and was counseled by a Superintendent in relation to OPS Policy 4.01 — Workplace Harassment, Violence, Discrimination.

D. FINDINGS OF MISCONDUCT

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Hart enters a plea of guilty to one count of misconduct. Cst. Hart and the Service agree that the following findings of misconduct be made by the Adjudicator in this matter:

1. The Adjudicator finds Cst. Hart guilty of one count of Engaging in Workplace Violence, Workplace Harassment or Workplace Sexual Harassment on clear and convincing evidence.
 - i. On February 2, 2026, Cst. Hart committed misconduct in that he made comments of a sexual nature while participating in physical practical training exercises that he knew or ought reasonably to have known were unwelcome, thereby engaging in workplace violence or workplace harassment, including workplace sexual harassment, as described in the *Occupational Health and Safety Act*, contrary to Section 30 of Ontario Regulation 407/23 and therefore, contrary to section 195(a) of the *Community Safety and Policing Act, 2019*, as amended.

E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Hart's guilty plea, as well as the Findings of Misconduct, Cst. Hart and the Service agree that this matter be resolved through the following Orders being made by the Adjudicator, pursuant to Section 202(8) of the *Community Safety and Policing Act*:

1. Cst. Hart will forfeit 140 hours, pursuant to sections 202(10) and 200(1)3 of the *Community Safety and Policing Act*.

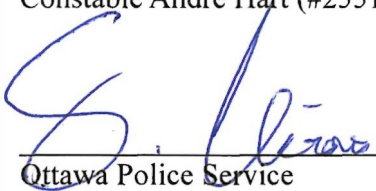
Note: This represents a financial penalty of approximately \$8,140.00.

F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to the terms of this Agreement and to the terms of the Consent Order attached as **Schedule A** to this Settlement Agreement.
2. Cst. Hart acknowledges and agrees that he has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Settlement Agreement; and that he has obtained independent legal advice or has chosen not to do so, and that he is entering into this agreement with full knowledge of the contents and the consequences.
3. Cst. Hart acknowledges and is aware that the Ontario Police Arbitration and Adjudication Commission ("OPAAC") and/or the Service will publish the Settlement Agreement and/or the Consent Order, or portions thereof, on their respective websites and/or in publicly accessible legal databases, and in other such places and by such other means that the OPAAC and Service deem appropriate.

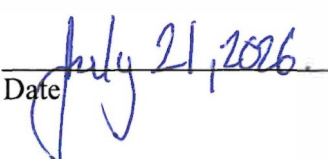


Constable Andre Hart (#2551)



Ottawa Police Service

Date 20-july-2026



Date July 21, 2026