

OTTAWA POLICE SERVICE
Applicant

And

CONSTABLE ANDRE HART
Respondent

Adjudicator:
Maureen Helt

Appearances:

Heard:

Date of decision:
July 23, 2026

Length of decision:
5 pp.

Statutory citations:
Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ss. 195(a),
200(1)(3), 202(1), 202 (8), 202(10)
O. Reg. 407/23, s. 30
Occupational Health and Safety Act, R.S.O. 1990, c. 0.1

HARASSMENT - Sexual harassment - Conduct during Use of Force training - Respondent made comments of a sexual nature during training - Clear and convincing evidence that respondent engaged in sexual harassment, contrary to s. 30 of Code of Conduct - Misconduct admitted - Parties reaching settlement including agreed disposition - Consent order.

DISCIPLINARY PENALTIES - Forfeiture of hours or pay - Respondent pled guilty to one count of misconduct - Respondent admitted his comments during training amounted to sexual harassment, contrary to s. 30 of Code of Conduct - Settlement agreement included financial penalty of 140 hours - Consent order.

SETTLEMENT - Respondent engaged in sexual harassment during Use of Force training - Settlement agreement including guilty plea to violation of s. 30 of Code of Conduct and agreed financial penalty of 140 hours - Consent order.

Summary of Reasons for Decision

The respondent, Cst. Hart, faced one count of misconduct as a result of his behaviour during annual refresher training on Use of Force which occurred on February 2, 2026. The applicant alleged that Cst. Hart's behaviour amounted to sexual harassment within the meaning of the *Occupational Health and Safety Act*, contrary to s. 30 of the Code of Conduct, O. Reg. 407/23. The respondent admitted that he made unwelcome comments of a sexual nature to Cst. AA. He cooperated with Professional Standards Investigators, expressed remorse, and accepted responsibility.

The parties entered into a settlement agreement in accordance with s. 202(8) of the *Community Safety and Policing Act*. Pursuant to the parties' settlement, the adjudicator found the respondent guilty of one count of misconduct, viz. sexual harassment, on the basis of clear and convincing evidence. She accepted the agreed disposition, forfeiture of 140 hours. The settlement agreement, including the financial penalty, was issued as a consent order by the adjudicator.

Authorities cited
