

Ontario Police Arbitration and Adjudication Commission

IN THE MATTER OF a proceeding under s.202 of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, as amended, and *Ontario Regulation 404/23* made under the *Community Safety and Policing Act*

BETWEEN

NORTH BAY POLICE SERVICE

Applicant

- and -

CONSTABLE DAVID WRIGHT

Respondent

CONSENT ORDER

1. Pursuant to subsection 202(1) of the *Community Safety and Policing Act, 2019*, as amended (the “**Act**”), the Chair of the Ontario Police Arbitration and Adjudication Commission appointed me as the Pre-Hearing Conference Adjudicator in this matter.
2. The parties have entered into the attached Settlement Agreement pursuant to subsection 202(8) of the Act.
3. In accordance with subsection 202(9) of the Act and subsection 21(2) of *Ontario Regulation 404/23 – Adjudication Hearings* (“**O.Reg. 404/23**”), the parties have consented to the Pre-Hearing Adjudicator making this Order on the issues that would otherwise be determined at the merits hearing, and have requested that this Order be issued in the form of a public decision.
4. Constable David Wright has admitted in the Settlement Agreement that he engaged in four counts of misconduct as follows:
 - a. On or about the spring of 2024, Cst. Wright engaged in workplace violence or workplace harassment, including workplace sexual harassment, as those

terms are defined in the Occupational Health and Safety Act, contravening section 30 of O.Reg. 407/23: Code of Conduct for Police Officers.

- b. On or about the spring of 2024, Cst. Wright failed to comply with every lawful order from a superior thus being insubordinate toward a superior, contravening section 26 of O.Reg. 407/23: Code of Conduct for Police Officers
- c. On or about December 21, 2025, Cst. Wright engaged in workplace violence or workplace harassment, including workplace sexual harassment, as those terms are defined in the Occupational Health and Safety Act, contravening section 30 of O.Reg. 407/23: Code of Conduct for Police Officers.
- d. On or about December 21, 2025, Cst. Wright failed to comply with every lawful order from a superior thus being insubordinate toward a superior, contravening section 26 of O.Reg. 407/23: Code of Conduct for Police Officers.

5. Having regard to the foregoing, and on the agreement of the parties:

- a. I determine that it has been proven on clear and convincing evidence, in accordance with the parties' Settlement Agreement, that Constable David Wright committed:
 - i. two counts of misconduct contrary to Section 30 of O.Reg 407/23, and, therefore, contrary to section 195(a) of the Act; and
 - ii. two counts of misconduct contrary to Section 26 of O.Reg 407/23, and, therefore, contrary to section 195(a) of the Act.
- b. In determining whether the proposed penalty is appropriate, I have taken into consideration the Agreed Statement of Facts.
- c. I determine, in accordance with the parties' Settlement Agreement and pursuant to section 202(9) of the Act, the appropriate penalty is that:
 - i. Constable David Wright be demoted from the rank of First Class Constable to Second Class Constable for a period of twelve (12) months, following which, on the basis of satisfactory work performance to be determined by the North Bay Police Service, he will be returned to the rank of First Class Constable; and

- ii. Constable David Wright will be subject to additional respectful workplace training as determined by the Service.
- d. This Decision and Order with the attached Settlement Agreement, will be made public as set out in the Settlement Agreement and acknowledged by the parties in the Settlement Agreement.

Dated this 7th day of August, 2026, at the City of Toronto, Ontario.

Brian Loewen

D. Brian Loewen, Adjudicator