

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

NORTH BAY POLICE SERVICE

Applicant

- and -

CONSTABLE DAVID WRIGHT #6021

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

This Settlement Agreement is entered into by Cst. David Wright #6021 ("Cst. Wright") and the North Bay Police Service (the "Service") pursuant to section 202(8) of the *Community Safety and Policing Act* ("CSPA").

B. ALLEGATIONS OF MISCONDUCT

COUNT ONE: O.Reg. 407/23: Code of Conduct for Police Officers, section 30.

A police officer shall not engage in workplace violence or workplace harassment, including workplace sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*.

It is alleged that in or about the spring of 2024 Cst. Wright engaged in workplace violence or workplace harassment, including sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*, contrary to section 30 of O.Reg 407/23: Code of Conduct for Police Officers, which constitutes misconduct pursuant to section 195 of the CSPA.

COUNT TWO: O.Reg. 407/23: Code of Conduct for Police Officers, section 26.

A police officer shall comply with every lawful order from a superior and shall not otherwise be insubordinate toward a superior.

It is alleged that in or about the spring of 2024, Cst. Wright failed to follow lawful orders as outlined in the Service's Respectful Workplace Standard Operating Procedure, contrary to section 26 of O.Reg 407/23: Code of Conduct for Police Officers, which constitutes misconduct pursuant to section 195 of the *CSPA*.

COUNT THREE: O.Reg. 407/23: Code of Conduct for Police Officers, section 30.

A police officer shall not engage in workplace violence or workplace harassment, including workplace sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*.

It is alleged that on or about December 21, 2025, Cst. Wright engaged in workplace violence or workplace harassment, including sexual harassment, as those terms are defined in the *Occupational Health and Safety Act*, contrary to section 30 of O.Reg 407/23: Code of Conduct for Police Officers, which constitutes misconduct pursuant to section 195 of the *CSPA*.

COUNT FOUR: O.Reg. 407/23: Code of Conduct for Police Officers, section 26.

A police officer shall comply with every lawful order from a superior and shall not otherwise be insubordinate toward a superior.

It is alleged that on or about December 21, 2025, Cst. Wright failed to follow lawful orders as outlined in the Service's Respectful Workplace Standard Operating Procedure, contrary to section 26 of O.Reg 407/23: Code of Conduct for Police Officers, which constitutes misconduct pursuant to section 195 of the *CSPA*.

C. AGREED STATEMENT OF FACTS

Constable Wright and the Service have agreed upon the following facts:

1. Constable Wright joined the North Bay Police service in December of 2022 as a First Class Constable. He had previously worked 17.5 years with another police service.
2. The Service is committed to creating a work environment of mutual respect and safety where the diversity, dignity, and perspectives of all individuals are valued and respected. Every member has a right to work in an environment free from discrimination, harassment and workplace violence as specified in the *Ontario*

Human Rights Code (the 'Code'), and the *Occupational Health and Safety Act* (the 'OHSA').

3. In or around the spring of 2024, Cst. Wright told a female co-worker that a new female co-worker would end up a "mattress" like the rest of the female officers in the Service, thereby implying female officers are sexually promiscuous and/or sexual objects.
4. This statement amounts to discrimination within the meaning of the North Bay Police Service Respectful Workplace Procedure ('the Procedure') and the Code, as it constituted adverse treatment based on the protected ground of sex.
5. This statement is also sufficiently egregious to constitute workplace harassment and workplace sexual harassment under the OHSA.
6. On or about December 21, 2025, while acting as a Platoon Sergeant, a female constable informed Cst. Wright that she was bleeding on her inner thigh due to a dog bite, Cst. Wright responded by saying, "Are you sure it's not your period," and "Maybe it's heavy flow day", or words to that effect.
7. This statement amounts to discrimination within the meaning of the Procedure and the Code as it was a comment that was inherently gendered.
8. The statement is also sufficiently egregious to constitute workplace and sexual harassment under the Procedure and the OHSA.
9. The impact of Cst. Wright's behaviour had a serious impact on the co-workers involved. These comments were made while on-duty, in the workplace.
10. One of the comments was made during a period of time in which Cst. Wright was the Acting Sergeant of the Platoon. Such behaviour while in a supervisor role, is inherently considered aggravating in that supervisors have an added duty to enforce workplace expectations and ensure a safe work environment.
11. In recent years, the Service has taken steps to establish a culture of wellness and respect in the workplace with a particular emphasis on creating a more positive and inclusive work environment where everyone feels valued and respected. As part of these efforts, the Respectful Workplace Procedure was updated and rolled out with additional related training for all members. In addition, the Chief directed the development of the 'Women in Policing Working Group' as a direct result of feedback received from women within the police service regarding the unique challenges that women face, including inappropriate behaviour from some male colleagues. These steps indicate an organizational

focus on such matters and a desire to address and change outdated attitudes and behaviour.

12. Cst. Wright has received repeated and recent training with respect to the expectations under the Procedure.
13. Cst. Wright is a long serving member, recently receiving the 20 year commendation. He has no prior disciplinary history.

D. FINDINGS OF MISCONDUCT

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Wright and the Service agree that it is proven on clear and convincing evidence that Cst. Wright committed four counts of misconduct contrary to section 195(a) of the *CSPA*, in that:

- 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.

E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein, as well as the Findings of Misconduct, Cst. Wright 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. Constable David Wright will be demoted from the rank of First Class Constable to Second Class Constable for a period of twelve (12) months, following which he will be returned to the rank of First Class Constable, on the basis of satisfactory work

performance to be determined by the Service, pursuant to section 202(9)3 of the *Community Safety and Policing Act*.

2. Constable Wright will be subject to addition respectful workplace training as determined by the Service.

F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to the terms of this Settlement Agreement
2. The Parties acknowledge and agree to the terms of the Consent Order attached as Schedule A to this Settlement Agreement.
3. Cst. Wright 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.
4. Cst. Wright acknowledges and is aware that the Ontario Police Arbitration and Adjudication Commission ("OPAAC") will publish the Settlement Agreement and/or the Consent Order, or portions thereof, on their website and/or in publicly accessible legal databases, and in other such places and by such other means that the OPAAC deems appropriate.



Constable David Wright #6021

24102131

Date



Patty Malone

2026/08/06

Date

General Counsel, North Bay Police Service

SCHEDULE A

IN THE MATTER OF a proceeding under s.202(1) of the *Community Safety and Policing Act, 2019*, S.O. 2019, c. 1, Sched. 1, 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 addition 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 ____ day of _____, 2026, at the City of _____, Ontario.

Brian Loewen, Adjudicator