

OPAAC ADJ #26-029

NORTH BAY POLICE SERVICE
Applicant

And

CONSTABLE DAVID WRIGHT
Respondent

Adjudicator:
D. Brian Loewen

Appearances:
P. Malone, for the applicant
D. Wright, respondent

Heard:

Date of decision:
August 7, 2026

Length of decision:
11 pp.

Statutory citations:
Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1, ss. 195(a), 202(1),
202(8), 202(9)
O. Reg. 407/23, ss. 26, 30
O. Reg. 404/23, s. 21.2
Occupational Health and Safety Act, R.S.O. 1990, c. O.1
Human Rights Code, R.S.O. 1990, c. H.19

HARASSMENT - Sexual harassment - Comments made by respondent to two female co-workers on two separate occasions - Remarks constituted sexual harassment within the meaning of *Occupational Health and Safety Act* - Respondent breached s. 30 of Code of Conduct - Settlement agreement reached by parties issued as consent order of adjudicator.

INSUBORDINATION - Components - Lawful order - Comments made by respondent on two occasions - Comments amounted to sexual harassment, contrary to s. 30 of Code of Conduct and contrary to applicant's respectful workplace procedure - Respondent failed to follow lawful orders on two occasions, contrary to s. 26 of Code of Conduct - Consent order of adjudicator including agreed disposition.

DISCIPLINARY PENALTIES - Demotion - Respondent pled guilty to two counts of sexual harassment and two counts of insubordination - Parties reaching settlement, including agreed disposition - Respondent to be demoted from First Class Constable to Second Class Constable for 12 months - Consent order also including directed training.

DISCIPLINARY PENALTIES - Directed program or activity - Respondent made discriminatory, gender-based comments to two female co-workers - Comments amounted to sexual harassment, contrary to *Occupational Health and Safety Act* - Violations of ss. 26 and 30 of Code of Conduct admitted - Parties reaching settlement - Consent order including 12-month demotion and direction to undergo additional respectful workplace training.

SETTLEMENT - Respondent pleading guilty to two counts of sexual harassment and two counts of insubordination - Parties reaching settlement prior to hearing on the merits - Respondent to be demoted from First Class Constable to Second Class Constable for 12 months - Respondent also required to undergo additional respectful workplace training.

Summary of Reasons for Decision

Constable Wright joined the North Bay Police Service in December 2022 as a First Class Constable. He had 17.5 years of experience with another service prior to joining the North Bay service and no prior disciplinary history.

In the spring of 2024, Cst. Wright told a female co-worker that a new female co-worker would end up a “mattress”, like other female officers in the service. This statement implied that female officers were sexually promiscuous and/or sexual objects. The statement amounted to sex discrimination within the meaning of the North Bay Respectful Workplace Procedure and within the meaning of the Ontario *Human Rights Code*. In addition, the statement constituted sexual harassment under the *Occupational Health and Safety Act*.

On December 21, 2025 Cst. Wright made a statement to a female constable who was acting as a Platoon Sergeant, after she told him that she was bleeding on her inner thigh from a dog bite. Constable Wright suggested that the blood was menstrual blood. This gendered comment amounted to discrimination within the meaning of the Procedure and the *Code*, as well as sexual harassment under the *OHS Act*.

Following these incidents, Constable Wright was charged with four counts of misconduct: two counts of sexual harassment, contrary to s. 30 of the Code of Conduct, O. Reg. 407/23, and two counts of insubordination – failure to follow lawful orders – contrary to s. 26 of O. Reg. 407/23. He pled guilty to all four counts, as recorded in the settlement agreement reached by the parties prior to the hearing on the merits. The settlement, including the agreed disposition, was issued as a consent order by the pre-hearing conference adjudicator. In accordance with the order: the respondent would be demoted from First Class Constable to Second Class Constable for 12 months, with return to rank thereafter on the basis of satisfactory work performance. The respondent was also directed to undergo additional respectful workplace training.

Authorities cited
