

TORONTO POLICE SERVICE
Applicant

And

CONSTABLE DANIEL SCHIPPKE
Respondent

Adjudicator:
Colin Osterberg

Appearances:
E. Glasbergen, for the applicant
D. Schippke, respondent

Heard:

Date of decision:
September 9, 2026

Length of decision:
6 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, s. 10(1)
O. Reg. 404/23
Criminal Code, R.S.C. 1985, c. C-46, s. 320.14(1)(b)

UNDERMINE PUBLIC TRUST - Impaired driving - Off-duty incident - Respondent officer drove his personal vehicle while impaired - Respondent pled guilty to criminal offence of exceeding blood alcohol concentration - Respondent admitted actions likely to undermine public trust in policing, contrary to Code of Conduct - Settlement agreement reached by parties issued as consent order of pre-hearing conference adjudicator - Agreed penalty of demotion imposed - Respondent also directed to undergo treatment program.

CRIMINAL OFFENCES - Impaired driving - Respondent operated personal vehicle while impaired - Respondent pled guilty to charge of violating s. 320.14(1)(b) of *Criminal Code* - Respondent's actions resulting in disciplinary allegation - Respondent admitting his off-duty conduct breached s. 10(1) of Code of Conduct - Settlement agreement reached by parties issued as consent order of pre-hearing conference adjudicator - Respondent to be demoted – Respondent ordered to undergo treatment.

DISCIPLINARY PENALTIES - Demotion - Respondent pleading guilty to driving while impaired, contrary to *Criminal Code* - Respondent facing disciplinary charge of violating s. 10(1) of O. Reg. 407/23 - Misconduct admitted - Parties reaching settlement, including agreed disposition - Respondent to be demoted from First Class Constable to Second Class Constable for period of 19 months - Respondent also directed to undergo treatment program.

DISCIPLINARY PENALTIES - Directed program or activity - Respondent violated *Criminal Code* by driving his personal vehicle while impaired - Respondent's off-duty conduct also breached s. 10(1) of Code of Conduct - Settlement agreement, including agreed penalty, issued as consent order of pre-hearing conference adjudicator - In addition to 19-month demotion, respondent ordered to undergo treatment program.

SETTLEMENT - Off-duty incident - Respondent drove his personal vehicle while impaired - Actions resulting in charges under *Criminal Code* and disciplinary allegation - Respondent pleading guilty to single charge under *Criminal Code* and to charge of misconduct under Code of Conduct - Settlement agreement issued as consent order of pre-hearing conference adjudicator, including agreed penalty - Respondent demoted for period of 19 months and ordered to undergo treatment.

Summary of Reasons for Decision

In the early morning hours of March 6, 2025 Constable Daniel Schippke, the respondent, was driving his personal vehicle on Guelph Line when he was intercepted by an OPP officer. The OPP officer observed the respondent driving erratically, with impaired driving characteristics. When pulled over, the respondent displayed multiple *indicia* of impaired driving: a strong odor of alcohol on his breath, slurred speech, red/unfocused eyes, unsteadiness on his feet, uncoordinated movements.

The respondent was arrested and transported to Burlington OPP Detachment. Two breath samples were taken, the first registering 234 mg alcohol/100 ml of blood, and the second, 214 mg of alcohol/100 ml of blood. He was charged with three offences under the *Criminal Code*. Following his release on a Form 10, he appeared in court on June 4, 2025, at which time he pled guilty to a charge of over 80 mgs operation, contrary to s. 320.14(1)(b) of the *Criminal Code*. The presiding judge found him guilty and sentenced him to a \$3,000 fine plus a victim fine and a one-year driving prohibition.

This off-duty incident resulted in the respondent being charged under the Code of Conduct with undermining public trust, in breach of s. 10(1). He pled guilty to the disciplinary offence prior to a hearing, and the parties' Memorandum of Agreement was incorporated as a consent order of the pre-hearing conference adjudicator.

In accordance with that settlement and the respondent's plea, the adjudicator found the respondent guilty of breaching s. 10(1) of O. Reg. 407/23 and ordered that he be demoted from the rank of First Class Constable to Second Class Constable for a period of 19 months, with

return to the rank of First Class at the end of the demotion. The respondent was also ordered to undergo psychological treatment.

Authorities cited
