

ONTARIO POLICE ARBITRATION & ADJUDICATION COMMISSION

IN THE MATTER OF proceedings under section 202 of the *Community Safety and Policing Act* and *Ontario Regulation 404/23* made under the *Community Safety and Policing Act*

BETWEEN:

TORONTO POLICE SERVICE

Applicant

AND

DETECTIVE CONSTABLE SHAWN FIELDING, #9135

Respondent

MEMORANDUM OF AGREEMENT

ADMISSIONS

1. With the assistance of legal counsel, Detective Constable Shawn Fielding, badge #9135 (“**Fielding**”) reviewed and understands the Notice of Hearing, the Draft Consent Order and this Memorandum of Agreement (“**this MOA**”).
2. Fielding voluntarily admits the truth of the facts as recounted in this MOA and the authenticity of the documents to which it refers.
3. The parties consent to resolving this matter by way of agreement under section 202(8) of the *Community Safety and Policing Act* (“**CSPA**”) and consent to the Pre-Hearing Adjudicator executing the Draft Consent Order.
4. Fielding voluntarily admits that the facts recounted in this MOA establish that his conduct constitutes misconduct contrary to section 195(a) of the *CSPA*, in that he did act in a manner that undermines, or is likely to undermine, public trust in policing, contrary to section 10(1) of the *Code of Conduct for Police Officers* (O. Reg. 407/23).

5. Fielding understands that by signing this MOA, the Pre-Hearing Adjudicator will sign the Consent Order; a finding will be made that his conduct constitutes misconduct; and the agreed penalty as outlined in the Consent Order will be implemented and enforced by the Toronto Police Service (“TPS”).

6. Fielding acknowledges that this is his second impaired driving offence, and that a further instance of impaired driving may result in TPS seeking termination.

7. The parties consent to this MOA and the Consent Order being public.

AGREED FACTS

Background

8. Fielding joined TPS on August 22, 2005. He had not served as a police officer with another force prior.

9. Fielding was assigned to 22 Division at the time of the misconduct. Following the misconduct, he was suspended with pay on November 4, 2024 and remains suspended to date.

The Incident

10. On November 2, 2024 at approximately 3:16 a.m., an off duty police officer with Brantford Police Service (“the complainant”) contacted Cambridge County OPP in regards to a suspected impaired driver on Highway 403 Westbound.

11. The complainant advised that he observed a white Dodge Ram pickup truck swerving all over the road and unable to maintain their lane. He further advised that the vehicle had been driven onto the shoulder, attempting to exit the highway at one point and sporadically cutting across lanes to remain on the highway.

12. The Dodge Ram was being driven by Fielding.

13. The complainant followed the Dodge Ram and provided periodic updates to the dispatcher.

14. At approximately 3:38 a.m. OPP officers PC Boyd and PC Wong located the Dodge Ram that the complainant had identified, which was now travelling southbound on Oxford Road 59.
15. PC Boyd and PC Wong approached the Dodge Ram and observed it to straddle the centre line for several seconds. Along this rural stretch of Oxford Road 59, the road consisted of one lane in each direction. Traffic was very light, road conditions were clear, and there was no artificial illumination except for vehicle lights.
16. PC Boyd and PC Wong proceeded to conduct a tandem stop of the Dodge Ram.
17. Police approached Fielding who was alone in the car. Fielding provided his identity with a valid Ontario Driver's License, photo matching the Officer.
18. Fielding was observed to have red, glossy eyes, and an odour of alcohol emanating from his breath.
19. It was determined that Fielding was an off duty TPS officer and he had a TPS police vest in the back seat of the vehicle.
20. At approximately 3:48 a.m. PC Boyd arrested Fielding, and he was transported to the Ingersoll OPP Detachment.
21. At approximately 05:07 a.m., Fielding provided his first breath sample with a truncated result of 160 mg of alcohol per 100 mL of blood.
22. At approximately 05:24 a.m., Fielding provided his second breath sample with a truncated result of 170 mg of alcohol per 100 mL of blood.
23. Fielding was subsequently charged with the *Criminal Code* offences of Operation While Impaired – Alcohol (s. 320.14(1)(a)), Operation While Impaired – Exceed Blood Alcohol Concentration (s. 320.14(1)(b)), and Dangerous Operation (s. 320.13(1)). He was then released from custody on a Form 10 – Undertaking.

Criminal Proceedings

24. On January 16, 2025, Fielding appeared before the Ontario Court of Justice in Woodstock, Ontario. He pled guilty and was found guilty of Operation While Blood Alcohol Over 80 contrary to *Criminal Code* s. 320.14(1)(b). The charges of Operation While Impaired and Dangerous Driving were withdrawn at the request of the Crown.

25. The court imposed a sentence of a fine totalling \$4,500, three years of probation and a 27-month driving prohibition.

Homewood Health

26. On December 11, 2024, Fielding was admitted to Homewood Health, which is an inpatient treatment facility. He was admitted to the Trauma Stress Injury & Concurrent Program.

27. While at Homewood Health, Fielding was seen by a physician and received a diagnosis of post-traumatic stress disorder, which had gone previously undiagnosed. He was also diagnosed with concurrent alcohol use disorder (severe). He received treatment at Homewood Health for both disorders.

28. Fielding was discharged from Homewood Health on February 12, 2025, after successfully completing the program.

Ongoing Mental Health and Addiction Treatment

29. Fielding receives ongoing counselling through the H.E.A.R.T. Group. He joined the program on February 19, 2025. H.E.A.R.T is a weekly support/therapy group exclusively for police officers that is professionally facilitated by Patricia Davies, a psychologist and certified addictions counsellor. Ms. Davies described Fielding as attending “very regularly” and that he is an “active participant.”

30. Fielding also meets a clinical psychologist each week. His psychologist specializes (amongst other things) in treatment of post-traumatic stress disorder in police officers.

31. Fielding is also under the care of his family physician for his illnesses. His physician has prescribed medication for his post-traumatic stress disorder and related symptoms, which supports the treatment he is receiving through counselling and group therapy.

PRIOR DISCIPLINE AND CRIMINAL RECORD

32. On October 17, 2017, the Officer was arrested by the OPP for Dangerous Driving, Impaired Driving, and Over 80. In 2017, he pled guilty to Impaired Driving in criminal court and the charges of Dangerous Driving and Over 80 were withdrawn at the request of the Crown. He was sentenced to a \$2500 fine and a 20-month driving prohibition.

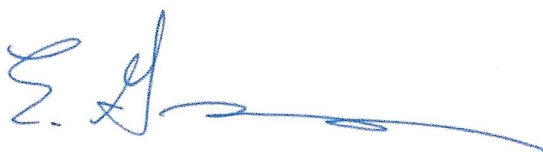
33. In relation to the 2017 incident, the Officer also pled guilty to the *Police Services Act* Code of Conduct offence of "Discreditable Conduct, in that he or she, is guilty of an indictable criminal offence or a criminal offence punishable upon summary conviction." On June 27, 2018 a penalty of demotion was imposed and he was demoted from First Class Constable to Second Class Constable for a period of 18 months after which he returned to his previous rank of First Class Constable.

Signed at the Town of Bancroft,
on November 14, 2025:

Handwritten signature of DC Shawn Fielding in black ink, with the date 'Nov 14' written to the right.

DC Shawn Fielding
Respondent

Signed at the City of Oshawa,
on November 14, 2025:

Handwritten signature of Elizabeth Glasbergen in blue ink.

Elizabeth Glasbergen
Counsel

Toronto Police Service
Applicant

and

DC Shawn Fielding
Respondent

**ONTARIO POLICE ARBITRATION
AND ADJUDICATION COMMISSION**

Proceeding commenced at Toronto

AGREED STATEMENT OF FACTS

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