



# Stl'atl'imx Tribal Police Service

## Administrative Policy: AC160 Internal Investigations

Effective Date: 2010-xx-xx Revision Date:

### 1.0 Policy

#### Internal Investigation Function

1.1. The Stl'atl'imx Tribal Police Service (STPS) will establish an internal investigation function that will:

- Record, register and control the investigation of complaints against officers
- Specify the categories of complaints or breaches of discipline that require investigation
- Supervise and control the investigation of alleged or suspected misconduct within the STPS
- Investigate all documented complaints against the STPS or police officers in accordance with the Police Act
- Maintain the confidentiality and security of internal investigations and records
- Act as a resource for Supervisors
- Be administered under the authority of STPS Chief Officer
- Be evaluated regularly and revised if necessary

#### Temporary Relief from Duty

1.2. The STPS, under appropriate circumstances, will relieve from duty with pay any police officer who is found to be physically or psychologically unfit for duty

#### Crown Counsel Involvement

1.3. The STPS will maintain liaison with Crown Counsel in investigations involving alleged criminal conduct on the part of an employee of the department

### 2.0 Reason for Policy

2.1. To ensure that the integrity of the STPS is maintained through an internal system whereby objectivity, fairness and justice are ensured by impartiality and review

2.2. The continuance of public co-operation, respect and confidence in the STPS is directly dependent upon the prompt investigation of legitimate complaints made against department personnel



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### 3.0 Procedures

#### 3.1. Discipline Authority

3.1.1. The STPS discipline authority is the STPS Chief Officer. Discipline authority is defined in the Police Act, R.S.B.C. 1996, c. 367, s. 76(1). Discipline authority may be delegated by the STPS Chief Officer as outlined in the Police Act, R.S.B.C. 1996, c. 367, s. 134.

3.1.2. Internal investigation records will be kept and maintained in a secure area by the discipline authority

#### 3.2. Complaints

3.2.1. Complaints received will be handled by the respective STPS Departmental Sergeant and or the STPS Chief Officer

3.2.2. If the complaint does not constitute, misconduct, a public trust offence, and or disciplinary breach of trust as outlined in the Police Act, it will be:

- Handled informally where possible
  - Complaint to be reviewed impartially with
    - objectivity
    - fairness
    - justice
  - Appropriate disciplinary measures as necessary
  - Report, outlining complaint, findings and any decisions, to be kept in personnel file

3.2.3. If the complaint constitutes misconduct, a public trust offence and or disciplinary breach of trust as outlined in the Police Act, the STPS will follow the procedures set out in the Police Act, R.S.B.C. 1996, c. 367, part 11



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### 3.3. Relief from duty

3.3.1. The relief from duty may be a temporary administrative action due to an officer's physical or psychological fitness for duty. A suspension under the Police Act may not be appropriate or applicable. The Discipline authority will decide if relief from duty is applicable via either:

- STPS Policy, AB080 STPS Health Wellness Physical Fitness section 3.3
- Police Act, R.S.B.C. 1996, c. 367, s. 110

### 3.4. Crown Counsel involvement

3.4.1. The STPS discipline authority will maintain liaison with Crown Counsel, as applicable