KINGSTON POLICE SERVICE BOARD

Anti-Corruption and Integrity Policy (GP-019)

Adopted: Sept. 4/26
Reviewed:
Revised:

Expires: Indefinite

Rescinds:

Legislation: Community Safety and Policing Act, 2019.

1. Policy Statement

The Kingston Police Service Board (the Board) recognizes the importance of effective screening, vetting, and supervision in preventing and detecting corruption and maintaining the integrity of the Kingston Police Service. The Board is committed to ensuring that appropriate measures are in place to identify and manage corruption risks throughout a member's career and to support effective supervision that identifies vulnerabilities, early warning signs of corruption, and performance deficiencies before they escalate or become systemic.

2. Definitions

For the purposes of this policy:

a) Corruption: conduct that involves the misuse or abuse of a police officer's or civilian member's position, authority, or responsibilities for an improper purpose or benefit, and that compromises, or has the potential to compromise, the integrity of policing.

b) Corruption risk: any circumstance, condition, behaviour, vulnerability, or other factor that creates or increases an opportunity for corruption to occur.

3. Board Policy

It is the policy of the Kingston Police Service Board, with respect to integrity and anti-corruption, that the Chief of Police will:

a) Ensure that appropriate screening and vetting practices are in place for police officers and civilian members:

   i. At the recruitment stage, to assess integrity, suitability, and the ability to meet Service standards; and

   ii. Throughout a member's career, including when progressing into more senior or high-risk roles, to identify and manage corruption risks and ensure continued suitability and ability to meet Service standards.

b) Ensure that supervisors are appropriately trained to identify:

   i. Areas of vulnerability;

   ii. Early warning signs of corruption; and

   iii. Performance deficiencies that may require intervention.

c) Ensure that consideration is given to how individual corruption risks may develop or contribute to systemic corruption within the Service and that appropriate measures are taken to identify and manage such risks.

d) Ensure that that screening, vetting, and supervisory practices are periodically reviewed and informed by relevant evidence and recognized practices from other jurisdictions and sectors, where appropriate.

"original signed by Chair"
Chair

"original signed by Board Administrator"
Board Administrator