



## **Training Regulation (O. Reg. 87/24) Guidance Document**

### ***Community Safety and Policing Act, 2019***

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## A. LEGAL DISCLAIMER

***This guidance document is based on the Training regulation (O. Reg. 87/24) under the Community Safety and Policing Act, 2019 (CSPA). It is intended to assist police services, boards, and special constable employers with implementing O. Reg. 87/24. This document does not form part of the law. It is not legal advice and is not intended to be a substitute for legal advice.***

***In the event of any conflict between this guidance document and any statute or regulation, including the CSPA and its regulations, the statute or regulation prevails.***

***This document is not intended for public consumption, it is intended for police services, boards, and special constable employers. Please do not distribute this document beyond members of the intended organizations.***

## B. OVERARCHING PROVISIONS & PROCESSES

Terms bolded throughout the document have specific definitions in the regulation, which can be found in the definitions section of this document.

### **I. What happens if an officer or special constable is required to successfully complete training as a result of this regulation, but they already successfully completed the training before April 1, 2024?**

If an individual has successfully completed training before April 1, 2024, that satisfies a requirement to successfully complete training under this regulation, then the individual is not required to re-take the required training after April 1, 2024, solely because they initially successfully completed training before April 1, 2024.<sup>1</sup>

*For example, say an officer successfully completed the Communications Centre Supervisor course delivered by the **College** before April 1, 2024. They do not need to re-take the training in order to start or continue the role after April 1, 2024. (Please refer to section XX for further details on the Communications Centre Supervisor course and requirements).*

*For example, say an officer successfully completed the Public Order Section Lead (initial training) course before April 1, 2024. They do not need to re-take the initial training course to start or continue their role after April 1, 2024, but they do need to abide by the requalification requirements going forward. (Please refer to section XV for further details on the Public Order Section Lead course and requirements).*

<sup>1</sup> O. Reg. 87/24 s. 1 (6).

*For example, say an officer successfully completed the Boards and Scribes course before April 1, 2024. This officer does not need to re-take the training in order to start or continue undertaking the responsibility after April 1, 2024, because they have already met the requirement prescribed in the regulation. (Please refer to section XVI for further details on the Boards and Scribes course and requirements).*

*Note that this rule only applies if the training taken is the training prescribed in O. Reg. 87/24. If the officer successfully completed training that is similar to but not the same as the training prescribed in the regulation, the officer may still be eligible for an exemption – please refer to the specific training requirement for more information.*

## II. What parts of the regulation apply to interprovincial police officers?

Only subsections 15 (1) and (2) of the regulation apply to police officers appointed under the *Interprovincial Policing Act, 2009*. The rest of the regulation does not apply.<sup>2</sup>

## III. What is a certified trainer?

The **Director** may issue an individual a certificate that identifies them as a **certified trainer** for specific training in the regulation if the **Director** has determined, after considering training taken by the individual, that they are qualified to deliver the applicable training in a manner that is consistent with the **College's** course training standards. The certificate is valid until the identified expiry date on the certificate, which cannot be more than three years from the issuing date of the certificate.<sup>3</sup>

## IV. What happens if I was enrolled in mandatory training that did not finish before April 1, 2024, or enrolled in a course before April 1, 2024, that did not/does not start until after April 1, 2024?

Where there are requirements to have successfully completed training by April 1, 2024, if an individual was enrolled in the training before that date, the requirement was considered met on April 1. These individuals are no longer deemed to have met the requirement if they did not successfully complete the training requirement as soon as possible after April 1, 2024.<sup>4</sup>

*For example: There is a requirement to have training completed before April 1, 2024, whenever an officer is assigned a role/responsibility on or before April 1, 2024, and the regulation says the officer needs to successfully complete the training before undertaking or continuing to undertake the role/responsibility as of April 1, 2024.*

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<sup>2</sup> O. Reg. 87/24 s. 2.

<sup>3</sup> O. Reg. 87/24 s. 3.

<sup>4</sup> O. Reg. 87/24 s. 4.

*If an officer was assigned a role/responsibility and was enrolled in a course that is mandated as required training under the CSPA and it needed to be successfully completed before continuing to undertake the role/responsibility, and they were either participating in the course as of April 1 but it did/does not finish until after April 1, 2024, or they are enrolled to start in the next session, which starts/started after April 1, 2024, they are not in non-compliance with the regulation if they perform that role/responsibility as of April 1, 2024, as long as they successfully complete the course as soon as possible after the regulation is in force.*

*For example, officers who have covert technical surveillance or covert intelligence gathering responsibilities assigned to them on or after April 1, 2024, need to successfully complete certain training before undertaking or continuing to undertake the responsibilities. Since it says “before continuing to undertake”, someone assigned the responsibilities before the regulation came into force needed to have successfully completed the training before April 1, 2024, in order to continue performing the role without interruption. However, if they were in the process of taking the course as of April 1 or are/were signed up for the first session after April 1, 2024, they are not in contravention of the regulation as long as they successfully complete the training as soon as possible. Some exceptions to the requirement to complete this training also apply – see below. (Please refer to section XXXIII for further details on the Criminal Intelligence Service Ontario courses and requirements.)*

## C. APPOINTMENTS

### V. Police Officers

The training an individual needs to successfully complete to be appointed as a police officer is the Basic Constable Training Program (BCT) delivered by the **College**.

An individual is exempt from having to successfully complete BCT if they have met all of the following criteria:

1. They have successfully completed a police recruit training program delivered elsewhere in Canada.
2. In the **Director’s** opinion, the person has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through BCT.
3. Within 12 months before the appointment, the person has successfully completed the Use of Force Requalification course delivered by a **certified trainer**.

The person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the **Director**. The **Director** needs to issue a certificate of

completion to every person who successfully completes BCT or meets the exemption criteria.<sup>5</sup>

Meeting the requirements above is prescribed for the purposes of subsection 11 (2), (3) & (4) under O. Reg. 391/23 for police officers; i.e., officers cannot use force or carry or use a firearm or other weapon, unless they are in compliance with these requirements.<sup>6</sup> However, note that different training is required to carry or use conducted energy weapons or PepperBalls; conducted energy weapon training is covered later in this document, and no training has been prescribed yet for PepperBalls.

## VI. Special Constables

Special constables must successfully complete the following training in order to be appointed under the CSPA (including where they are being reappointed after their *Police Services Act* appointment expires):<sup>7</sup>

Type of special constable	Training
<p><b>Category 1 special constable:</b></p> <p><b>Member of police service under CSPA or First Nation policing provider</b></p>	<p>The program entitled “Police Employed Training Program”, developed by the <b>College</b> and delivered by police services or special constable employers, with any use of force training delivered by a <b>certified trainer</b>.<sup>8</sup></p> <p>This training is prescribed for the purpose of subsection 11 (2) of O. Reg. 391/23 with respect to the use of force on another person by the special constable.<sup>9</sup></p> <p>This training is prescribed for the purpose of subsection 11 (4) of O. Reg. 391/23 with respect to the use of weapons that are not firearms (other than conducted energy weapons or PepperBalls) by the special constable.<sup>10</sup></p>
<p><b>Category 2 special constable:</b></p> <p><b>Employed by a ministry, commission, board or other part of the Ontario government, including</b></p>	<p>The program entitled “Regulatory Enforcement Training Program”, developed by the <b>College</b> and delivered by police services or special constable employers, with any use of force training delivered by a <b>certified trainer</b>.<sup>11</sup></p>

<sup>5</sup> O. Reg. 87/24 s. 5.

<sup>6</sup> O. Reg. 87/24 s. 15 (1).

<sup>7</sup> Anyone appointed as a special constable in a category identified in the table must successfully complete the mandatory training set out in the table unless one of the exemptions described in the regulation applies, regardless of whether they will wear a uniform or have use of force options.

<sup>8</sup> O. Reg. 87/24, Table: Appointment As Special Constable.

<sup>9</sup> O. Reg. 87/24 s. 15 (3) & (4).

<sup>10</sup> O. Reg. 87/24 s. 15 (3) & (4).

<sup>11</sup> O. Reg. 87/24, Table: Appointment As Special Constable.



<b>any government agency, but excluding Niagara Parks Commission, Metrolinx, and public colleges.</b>	
<b>Category 3 special constable:</b>	The program entitled “Basic Constable Training Program”, delivered by the <b>College</b> . <sup>12</sup>
<b>Niagara Parks constable</b>	This training is prescribed for the purpose of subsection 11 (2), (3), & (4) under O. Reg. 391/23 for <b>Niagara Parks constables</b> . <sup>13</sup>
<b>Category 4 special constable:</b>	None <sup>14</sup>
<b>Employed by an entity that employs police officers outside Ontario.</b>	
<b>Category 5 special constable:</b>	The program entitled “Broader Public Sector Specialized Law Enforcement Training Program”, developed by the <b>College</b> and delivered by police services or special constable employers, with any use of force training delivered by a <b>certified trainer</b> . <sup>15</sup>
<b>Employer not captured in categories 1-4 (e.g., Metrolinx, public colleges, universities, municipal transit agencies).</b>	

The following exemptions from special constable training apply:

<b>Exemption Category</b>	<b>Description</b>
Completed special constable training delivered elsewhere in Canada (applicable for Category 1, 2, and 5 special constables only)	An individual is exempt from needing to have successfully completed the training for Category 1, 2, or 5 if they have met all of the criteria: <ol style="list-style-type: none"> <li>1. The individual <ol style="list-style-type: none"> <li>i. Has successfully completed training delivered elsewhere in Canada that the Director has determined is substantially equivalent to the training required for that category of special constable, and</li> </ol> </li> </ol>

<sup>12</sup> O. Reg. 87/24, Table: Appointment As Special Constable.

<sup>13</sup> O. Reg. 87/24 s. 15 (1).

<sup>14</sup> O. Reg. 87/24, Table: Appointment As Special Constable.

<sup>15</sup> O. Reg. 87/24, Table: Appointment As Special Constable.

	<p>ii. In the Director’s opinion, has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through their respective training.*</p> <p>2. Within 12 months before the appointment, the individual has successfully completed the “Use of Force Requalification (Special Constables)” course delivered by a certified trainer.<sup>16</sup></p> <p>*Note, the person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the Director.</p> <p>If after their appointment/reappointment, these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs no later than one year following the day on which the most recent reappointment ceased. The exemption from training for reappointment can apply one or more times, as long as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).<sup>17</sup></p>
<p>Former Police Officers, First Nation Officers, or Niagara Parks constables (applicable for Category 1, 2, 3, and 5 special constables only)</p>	<p>An individual is exempt from needing to successfully complete the training required for appointment as a category 1, 2, 3, or 5 special constable if they have met all of the following criteria:</p> <ol style="list-style-type: none"> <li>1. The individual was previously appointed as a police officer, First Nation Officer or Niagara Parks constable.</li> <li>2. The individual has not ceased to be appointed as a police officer, First Nation Officer or Niagara Parks constable for more than 2 years.</li> <li>3. The individual successfully completed within 12 months before their appointment as a category 1, 2, 3, or 5 special constable:             <ol style="list-style-type: none"> <li>a. The Use of Force Requalification course if being appointed as a Niagara Parks constable.</li> </ol> </li> </ol>

<sup>16</sup> O. Reg. 87/24, s. 10 (3).

<sup>17</sup> O. Reg. 87/24, s. 10 (8).

	<p>b. Either the Use of Force Requalification course or Use of Force Requalification (Special Constables) course if being appointed as a category 1, 2, or 5 special constable.<sup>18</sup></p> <p>If an individual was exempt from the training based on the above criteria and was appointed or reappointed as a category 1, 2, 3, or 5 special constable, and their appointment or reappointment subsequently ceases, they are not required to take the training required for appointment in order to be reappointed as any category of special constable, no matter how many times they cease to be appointed and then seek to be reappointed and no matter the amount of time that passes in between special constable appointments.<sup>19</sup></p> <p>If a former police officer, First Nation Officer or Niagara Parks constable ceased to be appointed in that position for more than two years, then they would need to take the applicable training program for the class of special constable they are seeking to be appointed as, unless they qualify for another exemption.</p>
<p>Completed police officer training delivered elsewhere in Canada (applicable to Category 3 special constables only)</p>	<p>Individuals who are to be appointed as a <b>Niagara Parks constable</b> are exempt from the requirement to successfully complete the BCT program if they have met all of the following criteria:</p> <ol style="list-style-type: none"> <li>1. They have successfully completed a police recruit training program delivered elsewhere in Canada.</li> <li>2. In the <b>Director's</b> opinion, the individual has demonstrated qualifications and skills that are substantially equivalent to those they would have obtained through BCT.*</li> <li>3. Within 12 months before the appointment, the individual has successfully completed the Use of Force Requalification course delivered by a <b>certified trainer</b>.<sup>20</sup></li> </ol> <p>*Note, the person can have gained the substantially equivalent qualifications and skills through any means, including through the successful completion of courses or examinations specified by the Director.</p>

<sup>18</sup> O. Reg. 87/24, s. 10 (1.1).

<sup>19</sup> O. Reg. 87/24, s. 10 (2.1).

<sup>20</sup> O. Reg. 87/24, s. 10 (2).

	<p>If an individual was exempt from the training and was appointed or reappointed as a <b>Niagara Parks constable</b>, and their appointment or reappointment subsequently ceases, they are not required to take the training required for appointment in order to be reappointed as any category of special constable, no matter how many times they cease to be appointed and then seek to be reappointed and no matter the amount of time that passes in between special constable appointments.<sup>21</sup></p>
<p>Continuation of appointment on April 1, 2024</p>	<p>A special constable whose appointment is continued under subsection 92 (12) of the Act (i.e., their appointment made under the <i>Police Services Act</i> continues under the CSPA) is exempt from the requirement to successfully complete the training required for appointment for the period of time that the appointment continues. Under s. 92 (12) of the Act, their appointment can only continue until April 1, 2027 or the end date in the appointment, whichever is sooner.</p> <p>If these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed under the CSPA, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs no later than one year following the day on which the most recent appointment ceased. The exemption from training for reappointment can apply one or more times, as long as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).<sup>22</sup></p>
<p>Appointment ceased less than one year before April 1, 2024</p>	<p>An individual whose special constable appointment ceased before April 1, 2024 does not need to successfully complete the training required for appointment for the purpose of being reappointed as a special constable, if they are being reappointed to a position that has purposes and powers that are substantially the same to what they had in their previous appointment, and if the reappointment occurs no later than one year following the day on which their previous appointment ended. The exemption from training for reappointment can apply one or more times, as long as the criteria are met (i.e.,</p>

<sup>21</sup> O. Reg. 87/24, s. 10 (2.1).

<sup>22</sup> O. Reg. 87/24, s. 10 (5) & (8).

	substantially same purposes and powers and less than 1 year since the previous appointment ceased). <sup>23</sup>
Exemption from appointment training from April 1, 2024 to March 31, 2025 (applicable to category 1, 2, or 5 special constables only)	<p>An individual who is to be appointed as a category 1, 2, or 5 special constable does not need to successfully complete the training required for appointment as outlined in the table above if on or after April 1, 2024 and before April 1, 2025 they successfully complete training that meets the following criteria:</p> <ol style="list-style-type: none"> <li>1. The training is, in the opinion of their special constable employer or chief of police (as applicable), substantially equivalent to the training that was most recently provided before April 1, 2024 to special constables, for the purposes of appointment, who had substantially the same purposes and powers in their certificates of appointment.</li> <li>2. The training is delivered by a police service, an entity that employs special constables or another provider that delivered the training most recently before April 1, 2024.<sup>24</sup></li> </ol> <p>If after their appointment, these individuals cease to be appointed as a special constable, they do not need to successfully complete the training required for appointment for the purpose of being reappointed, if they are to be reappointed to a position with substantially the same purposes and powers as their previous appointment, and the reappointment occurs no later than one year following the day on which the most recent reappointment ceased. The exemption from training for reappointment can apply one or more times, as long as the criteria are met (i.e., substantially same purposes and powers and less than 1 year since the previous appointment ceased).<sup>25</sup></p>

Note that if a special constable is exempt from training under section 10, the exemption also applies for the purpose of section 15 of the training regulation.

<sup>23</sup> O. Reg. 87/24, s. 10 (6) & (8).

<sup>24</sup> O. Reg. 87/24, s. 10 (7).

<sup>25</sup> O. Reg. 87/24, s. 10 (8).

**Scenario 1:** *I take training to be a special constable sometime between April 1, 2024 and April 1, 2025. I can take either the OPC-developed training or the training that was most recently provided before April 1, 2024 and both can count as the training required for appointment. I took the training most recently offered prior to April 1, 2024, and am appointed as a special constable, and sometime after being appointed I cease to be appointed as a special constable. I don't need to take the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be employed as a special constable for more than 1 year following the day on which my appointment ended, and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be employed as a special constable. (Applicable for classes 1, 2, and 5)*

**Scenario 2:** *I am hired to be a special constable and take training after April 1, 2024 that is, in the opinion of my special constable employer or chief of police (as applicable), substantially equivalent to the training that was most recently provided before April 1, 2024. The training needs to be completed on or before March 31, 2025 to count for my appointment. If that training is not completed until after April 1, 2025, it will not count for appointment and I will need to successfully complete the OPC-developed training instead (unless I am eligible for another exemption). (Applicable for classes 1, 2, and 5)*

**Scenario 3:** *If I was appointed as a special constable before April 1, 2024, I do not need to successfully complete the OPC-developed training for reappointment as long as I stay continuously reappointed as a special constable. If my appointment ceases, I don't need to take the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be appointed as a special constable for more than one year following the day on which my most recent appointment ended and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be appointed as a special constable. If I change my position and it requires taking on new purposes or powers in my certificate of appointment, then I need to successfully complete the OPC-developed training for reappointment (unless I am eligible for another exemption). (Applicable for classes 1, 2, 3, and 5)*

**Scenario 4:** *My appointment as a special constable ceased prior to April 1, 2024. I don't need to successfully complete the OPC-developed training as a condition of being reappointed as long as I haven't ceased to be appointed as a special constable for more than one year following the day on which my most recent appointment ended and I am being reappointed to a position with substantially the same purposes and powers in my certificate of appointment that I had before. The one year time period starts again every time I cease to be appointed as a special constable. (Applicable for classes 1, 2, 3, and 5)*

**Scenario 5:** *I was previously appointed as a police officer, First Nation Officer, or Niagara Parks constable in Ontario. This means I successfully completed either the Basic Constable Training Program, or a program of police training elsewhere in Canada that the Director deemed substantially equivalent. Since the training required to be appointed as a police officer, First Nation Officer, or Niagara Parks constable goes beyond the training required to be a special constable, I do not need to take the OPC-developed training for appointment as a special constable if I haven't ceased to work as a police officer, First Nation Officer, or Niagara Parks constable for more than 2 years. If my appointment as a special constable ceases, I am able to be reappointed without taking the training required for appointment on an ongoing basis, it does not matter how much time has passed since I stopped being appointed as a special constable. (Applicable for classes 1, 2, 3, and 5)*

**Scenario 6:** *I successfully complete the training that is required for my category of special constable and am appointed. I do not have to retake that training to be reappointed as a special constable in that category, even if there is a gap in time between my last appointment ending and being reappointed. However, if I want to change to a different category of special constable, I need to successfully complete the training required for appointment to that class (for example, transitioning from a category 1 special constable to a category 5 special constable), unless another exemption applies to me. (Applicable for all classes)*

## D. MENTAL HEALTH CRISIS RESPONSE TRAINING

### VII. Initial Training

Before April 1, 2026, every police officer needs to successfully complete the Mental Health Crisis Response (MHCR) Education and Applied Training program delivered by Wilfrid Laurier University, Toronto Metropolitan University, or a person who has successfully completed the MHCR Train-the-Trainer (MHCR-T3) course delivered by either university, and has been certified by one of the universities to deliver the program. *(A person is considered certified if they have a valid certificate from one of the two universities).*

The training described above does not apply to a police officer who was appointed on or after April 1, 2024, or successfully completed BCT after June 1, 2023. *(This is because the training was introduced as part of BCT as of June 1, 2023).*<sup>26</sup>

### VIII. Ongoing Training

If you are an officer that needed to successfully complete the Mental Health Crisis Response (MHCR) Education and Applied Training program before April 1, 2026, then within 12 months of successfully completing the program and within every subsequent

<sup>26</sup> O. Reg. 87/24 s. 6.

12 months, you need to successfully complete the MHCR In-Service Officer Requalification Requirements course delivered by one of the universities or a certified trainer as mentioned above.

If you are appointed on or after April 1, 2024, you need to successfully complete the MHCR In-Service Officer Requalification Requirements course within 12 months after your appointment and then within every subsequent 12 months.

If you are an officer who successfully completed BCT after June 1, 2023, but were appointed before April 1, 2024, you need to successfully complete the MHCR In-Service Officer Requalification Requirements course no later than April 1, 2026, and then within every subsequent 12 months.

If it is not reasonably possible for an officer to successfully complete the MHCR In-Service Officer Requalification Requirements program within a 12 month period, their chief of police can provide them an extension of up to 60 days to successfully complete the program.<sup>27</sup>

## E. COACHING

### IX. Coaching

Officers assigned the responsibility of coaching a probationary officer need to, no later than 12 months after being assigned the responsibility, successfully complete one of the following courses:

1. The Coaching Police Professionals course delivered by the **College**.
2. An in-service course delivered by a police service that has been accredited by the **Director**.

An officer does not need to successfully complete the training if they have the responsibilities of a coach officer before April 1, 2025, and they have successfully completed training before April 1, 2025, that their chief of police has determined is substantially equivalent to the training prescribed above.<sup>28</sup>

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<sup>27</sup> O. Reg. 87/24 s. 7.

<sup>28</sup> O. Reg. 87/24 s. 8.



## F. COLLECTION OF IDENTIFYING INFORMATION IN CERTAIN CIRCUMSTANCES

### X. Collection of Identifying Information in Certain Circumstances

The training required in section 12 of Ontario Regulation 400/23 under the CSPA is the Collection of Identifying Information in Certain Circumstances course delivered by the **College**.<sup>29</sup>

#### Ontario Regulation 400/23, Section 12

A chief of police shall ensure that every police officer in the police service who attempts to collect identifying information about an individual from the individual, and any member of the police service to whom the chief delegates any powers or duties of the chief under section 10, has successfully completed the training prescribed by the Minister for the purposes of this section within the previous 36 months.

## G. USE OF FORCE AND WEAPONS

### XI. Police Officer and Niagara Parks constable Ongoing Use of Force and Weapons Training

Police officers and **Niagara Parks constables** complete their initial use of force and weapons training during their initial training for their appointment (i.e., BCT).

Every police officer or **Niagara Parks constable** needs to successfully complete the Use of Force Requalification course delivered by a **certified trainer** within every 12 month period (i.e., no less than on an annual basis). This training is prescribed for the purpose of subsections 11 (2), (3), & (4) under O. Reg. 391/23 for police officers and **Niagara Parks constables**.<sup>30</sup>

If it is not reasonably possible for a police officer or **Niagara Parks constable** to successfully complete the course within a 12 month period, their chief of police, or the Niagara Parks Commission in the case of Niagara Parks constables, can provide them an extension of up to 60 days to successfully complete the course.<sup>31</sup>

### XII. Police Officer and Niagara Parks constable Conducted Energy Weapon Initial and Ongoing Training

<sup>29</sup> O. Reg. 87/24 s. 9.

<sup>30</sup> O. Reg. 87/24 s. 15 (1).

<sup>31</sup> O. Reg. s. 11 (2).

Every police officer or **Niagara Parks constable** who is authorized to carry or use a conducted energy weapon needs to:

1. Successfully complete the Conducted Energy Weapon (CEW) Operator course delivered by the **College** or a **certified trainer** before carrying or using the weapon.
2. Every 12 months after the initial training, successfully complete the Conducted Energy Weapon (CEW) Requalification course delivered by the **College** or a **certified trainer**.

The training above is prescribed for the purposes of subsection 11 (4) under O. Reg. 391/23 with respect to the use of conducted energy weapons by a police officer or **Niagara Parks constable**.<sup>32</sup>

If it is not reasonably possible for a police officer or **Niagara Parks constable** to successfully complete the requalification course within a 12 month period, their chief of police, or the Niagara Parks Commission in the case of Niagara Parks constables, can provide them an extension of up to 60 days to successfully complete the course.<sup>33</sup>

### **XIII. Carbines**

Every police officer who performs community patrol functions, and who may be required to respond to an incident involving an active attacker, needs to successfully complete the Carbine Operator course delivered by the **College** or a **certified trainer**.

If an officer was appointed before April 1, 2024, they need to successfully complete the course by no later than April 1, 2026.

An officer appointed on or after April 1, 2024, needs to successfully complete the course within 12 months from their date of appointment.

Every officer needs to successfully complete the Carbine Operator Requalification course delivered by the **College** or a **certified trainer** within 12 months after the initial training and then within every subsequent 12 months.<sup>34</sup>

### **XIV. Use of Force and Weapons Ongoing Training for Category 1, 2, and 5 Special Constables**

This section applies to **category 1, 2 or 5 special constables** if they may be required to use force on another person or are authorized to carry or use a weapon. (*These special constables complete their initial use of force and weapons training during their initial training for their appointment*).

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<sup>32</sup> O. Reg. 87/24 s. 15 (2).

<sup>33</sup> O. Reg. 87/24 s. 12.

<sup>34</sup> O. Reg. 87/24 s. 13.

These special constables need to successfully complete the Use of Force Requalification (Special Constables) course delivered by the **College** or a **certified trainer** within every 12 month period.

This training is prescribed for the purpose of subsection 11 (2) of O. Reg. 391/23 with respect to the use of force on another person by the special constable and 11 (4) of O. Reg. 391/23 with respect to the use of a weapon that is not a firearm (other than conducted energy weapons or PepperBalls) by the special constable.<sup>35</sup>

If it is not reasonably possible for a special constable to successfully complete the requalification course within a 12 month period, they can be given an extension of up to 60 days to successfully complete the course by one of the respective entities depending on the type of special constable:

1. For special constables who are members of a police service, the extension can be provided by their chief of police.
2. For special constables whose employer is a **First Nation policing provider**, the extension can be provided by the most senior ranking First Nation Officer.
3. For any other special constable, the extension can be provided by their employer.<sup>36</sup>

## H. PUBLIC ORDER

### XV. Public Order

Every police officer who has an assigned responsibility in column 1 of the table needs to successfully complete the initial training outlined in column 2 of the table before undertaking or continuing to undertake the responsibility.

Officers do not need to successfully complete the initial training if they had the assigned responsibility before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the initial training identified for their respective responsibility in column 1.

Every police officer who has an assigned responsibility in column 1 needs to successfully complete the recertification training outlined in column 3 of the table.

Officers who need to successfully complete the initial training prescribed in column 2 need to successfully complete the requalification training identified in column 3 every 12 months after successfully completing the initial training.

<sup>35</sup> O. Reg. 87/24 s. 15 (3) & (4).

<sup>36</sup> O. Reg. 87/24 s. 14.

Officers who are exempt from having to successfully complete the initial training in column 2 need to successfully complete the recertification training in column 3 no later than April 1, 2025, and within every subsequent 12 months.<sup>37</sup>

<b>Column 1 Responsibilities</b>	<b>Column 2 Initial training</b>	<b>Column 3 Ongoing training</b>
Safe crowd management and maintaining public order	The course entitled “Public Order Operator”, delivered by the <b>College</b> or by a <b>certified trainer</b>	The course entitled “Public Order Operator Re-certification”, delivered by the <b>College</b> or by a <b>certified trainer</b>
Supervision of a public order unit	The course entitled “Public Order Section Lead”, delivered by the <b>College</b> or by a <b>certified trainer</b>	The course entitled “Public Order Section Lead Re-certification”, delivered by the <b>College</b> or by a <b>certified trainer</b>
Tactical command of a public order unit	The course entitled “Public Order Commander”, delivered by the <b>College</b>	The course entitled “Public Order Commander Re-certification”, delivered by the <b>College</b>

## I. INCIDENT COMMAND

### XVI. Boards and Scribes

Every police officer and special constable, whose assigned responsibilities on or after April 1, 2025 include recording decisions of an incident commander during an incident, needs to successfully complete one of the following courses before undertaking the responsibilities or continuing to undertake the responsibilities:

1. Boards and Scribes delivered by the **College**
2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the **College’s** course.

<sup>37</sup> O. Reg. 87/24 s. 16.

Officers and special constables do not need to successfully complete the training if they had the responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that the officer or special constable's chief of police or special constable employer, as applicable, has determined is substantially equivalent to one of the courses above.<sup>38</sup>

*Officers or special constables assigned the responsibilities between April 1, 2024 and March 31, 2025, have until April 1, 2025 to successfully complete one of the two courses above. If they do not successfully complete the training by April 1, 2025, they cannot continue to undertake the responsibilities until they successfully complete the training. Officers or special constables assigned the responsibilities on or after April 1, 2025, must successfully complete the course before they undertake the responsibilities.*

*Officers who had the responsibilities before April 1, 2024, but have not successfully completed substantially equivalent training, as of April 1, 2025, can no longer continue to undertake these responsibilities until they successfully complete one of the two courses above.*

## **XVII. Community Patrol**

Police officers or **Niagara Parks constables** who have assigned responsibilities that include community patrol and successfully completed BCT before January 1, 2020, need to successfully complete the Incident Command 100 course delivered by the **College** no later than April 1, 2025.<sup>39</sup> (the Incident Command 100 course was added to the Basic Constable Training Program as of January 1, 2020).

*This is an online course that can be accessed through the Ontario Police College Virtual Academy.*

## **XVIII. Community Patrol Supervision**

Police officers or **Niagara Parks constables** whose assigned responsibilities include community patrol supervision need to successfully complete the following training within 12 months after being assigned the responsibility:

1. One of the following
  - a. Front Line Supervisor course delivered by the **College** or a **certified trainer**
  - b. An in-service course delivered by a police service that has been accredited by the **Director**
2. Incident Command 100 delivered by the **College**

<sup>38</sup> O. Reg. 87/24 s. 17.

<sup>39</sup> O. Reg. 87/24 s. 18.

3. Incident Command 200 delivered by the **College** or a **certified trainer**<sup>40</sup>

A police officer or **Niagara Parks constable** who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police or the Niagara Parks Commission, as the case may be, has determined is substantially equivalent to the courses above, does not need to successfully complete the prescribed training.

If an officer or special constable had the responsibilities before April 1, 2024, but has not taken substantially equivalent training, they need to successfully complete the prescribed courses no later than April 1, 2025.<sup>41</sup>

### **XIX. Incident Commanders**

Every police officer whose assigned responsibilities include those of an incident commander, as the term is used in Ontario Regulation 392/23 under the Act, needs to comply with the following:

1. If the assignment includes responsibility for providing an analytical level response to an incident, the officer needs to successfully complete the Incident Command 300 course delivered by the **College** or a **certified trainer** no later than 12 months after being assigned the responsibility.
2. If the assignment includes responsibility for providing a strategic level response to an incident, the officer needs to successfully complete the Incident Command 400 course delivered by the **College** no later than 12 months after being assigned the responsibility.<sup>42</sup>

A police officer who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police has determined is substantially equivalent to the Incident Command 300 course, does not need to successfully complete the Incident Command 300 course.

A police officer does not need to successfully complete the Incident Command 400 course if they had the responsibilities before April 1, 2024, and successfully completed training delivered by the Ontario Provincial Police or the Canadian Police College before April 1, 2024 that the officer's chief of police has determined is substantially equivalent to the Incident Command 400 course.

If an officer had the responsibilities of either type of incident commander before April 1, 2024, but has not successfully completed substantially equivalent training, they need to successfully complete the prescribed course(s) no later than April 1, 2025.<sup>43</sup>

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<sup>40</sup> O. Reg. 87/24 s. 19.

<sup>41</sup> O. Reg. 87/24 s. 22.

<sup>42</sup> O. Reg. 87/24 s. 20.

<sup>43</sup> O. Reg. 87/24 s. 22.

## XX. Communications Centre Supervisor

Every police officer whose assigned responsibilities include directly supervising communications operators and dispatchers needs to successfully complete the Communications Centre Supervisor course delivered by the **College** or a **certified trainer** no later than 12 months after being assigned the responsibility.<sup>44</sup>

A police officer who had these responsibilities before April 1, 2024, and successfully completed training before that date that the officer's chief of police has determined is substantially equivalent to the course above, does not need to successfully complete the prescribed training.

If an officer had the responsibilities before April 1, 2024, but has not successfully completed substantially equivalent training, they need to successfully complete the prescribed course no later than April 1, 2025.<sup>45</sup>

## J. CRISIS NEGOTIATION

### XXI. Initial training

Every police officer whose assigned responsibilities include those of a crisis negotiator as the term is used in Ontario Regulation 392/23 under the Act, needs to successfully complete one of the following courses before undertaking the responsibilities or continuing to undertake the responsibilities:

1. The Crisis Negotiator course delivered by the **College**.
2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

Officers do not need to successfully complete the initial training if they had the responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training prescribed above.<sup>46</sup>

### XXII. Ongoing training

Every police officer whose assigned responsibilities include those of a crisis negotiator needs to successfully complete one of the following courses every 24 months after successfully completing the initial training:

1. The Crisis Negotiator Re-certification course delivered by the **College**.

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<sup>44</sup> O. Reg. 87/24 s. 21.

<sup>45</sup> O. Reg. 87/24 s. 22.

<sup>46</sup> O. Reg. 87/24 s. 23.

2. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

Police officers that are exempt from the initial crisis negotiator training need to successfully complete the recertification training no later than April 1, 2025, and within every subsequent 24 months.

Officers do not need to successfully complete the recertification training if their chief of police has determined that they have, during that 24 month period, conducted a crisis negotiation.<sup>47</sup>

### **XXIII. Tactical unit**

The prescribed training for the purposes of paragraph 6 of subsection 9 (1) of Ontario Regulation 392/23 under the Act is one of the following:

1. The Basic Crisis Negotiator course delivered by the **College**.
2. The Crisis Negotiators course delivered by the Canadian Police College.

If a police officer was a member of a tactical unit before April 1, 2024, and has successfully completed training before April 1, 2024, that the chief of police has determined is substantially equivalent to one of the above courses, they do not need to successfully complete the training, and they are deemed to have successfully completed it for the purpose of Ontario Regulation 392/23.<sup>48</sup>

*This is the prescribed training that at least one member of a tactical unit must have successfully completed.*

## **K. IMMEDIATE RAPID DEPLOYMENT**

### **XXIV. Initial Training**

The section applies to a police officer who performs community patrol functions and who may be required to respond to an incident involving an active attacker.

These police officers, no later than 12 months after being assigned these responsibilities, or no later than April 1, 2025, if they already have these responsibilities before April 1, 2024, need to successfully complete one of the following:

1. The Immediate Rapid Deployment (IRD) Basic course delivered by the **College** or a **certified trainer**.
2. An in-service course delivered by a police service that has been accredited by the **Director**.

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<sup>47</sup> O. Reg. 87/24 s. 24.

<sup>48</sup> O. Reg. 87/24 s. 25.



Officers who successfully completed BCT after April 30, 2023, do not need to take the initial training, as it is included in the BCT program as of April 30, 2023.

Officers who were assigned the responsibilities before April 1, 2024, and successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to one of the courses above, do not need to take the initial training.<sup>49</sup>

## XXV. Ongoing Training

A police officer who performs community patrol functions and who may be required to respond to an incident involving an active attacker needs to successfully complete one of the following courses every 24 months after completing the initial active attacker training:

1. The Immediate Rapid Deployment (IRD) Refresher Training course delivered by the **College** or a **certified trainer**.
2. An in-service course that has been accredited by the **Director**.

Officers who were exempt from having to successfully complete the initial active attacker training need to successfully complete the requalification training requirement no later than April 1, 2026, and within every subsequent 24 months.

If it is not reasonably possible for the police officer to successfully complete the requalification training within a 24 month period, the chief of police may provide an extension of up to 60 days for the officer to successfully complete the training.<sup>50</sup>

## L. INVESTIGATORS

### XXVI. Investigator

The training prescribed for the purposes of the definition of an “investigator” in section 1 of Ontario Regulation 395/23 under the Act is BCT delivered by the **College**.<sup>51</sup>

### XXVII. Senior Investigator

The training prescribed for the purpose of clause (a) of the definition of “senior investigator” in section 1 of Ontario Regulation 395/23 under the Act are the following three requirements:

1. The Criminal Investigators Training course delivered by the **College** or a **certified trainer**.

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<sup>49</sup> O. Reg. 87/24 s. 26.

<sup>50</sup> O. Reg. 87/24 s. 27.

<sup>51</sup> O. Reg. 87/24, s. 28 (1).

2. One of the following:
  - i. The Investigative Interviewing Techniques course delivered by the **College** or a **certified trainer**.
  - ii. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.
3. One of the following:
  - i. The Search Warrant course delivered by the **College** or a **certified trainer**.
  - ii. A course delivered by the Canadian Police College that the **Director** has determined is substantially equivalent to the course offered by the **College**.

The investigative interviewing techniques and search warrant courses need to be successfully completed within 12 months after successfully completing the Criminal Investigators Training course.<sup>52</sup>

*All three courses need to be successfully completed for someone to be considered a “senior investigator” under clause (a) of the definition in O Reg 395/23.*

**Ontario Regulation 395/23, section 1.**

In Ontario Regulation 395/23, an investigator is defined as a peace officer who is a member of a police service and who has successfully completed the applicable training prescribed by the Minister.

In Ontario Regulation 395/23, a senior investigator is defined as a police officer who

- a) Has successfully completed the applicable training prescribed by the Minister (which is outlined above), or
- b) Within the three years before Ontario Regulation 395/23 came into force,
  - i. Participated as a police officer in a threshold investigation, as defined in the Major Case Management Regulation
  - ii. Led a non-threshold investigation, as defined in the Major Case Management Regulation,
  - iii. Led an investigation into an offence involving firearms or conducted energy weapons or into a criminal organization offence or terrorism offence, as those terms are defined in section 2 of the Criminal Code (Canada), or
  - iv. Led any other investigation that, in the opinion of the officer’s chief of police, required the exercise of the skills that a police officer would acquire by successfully completing the applicable training prescribed by the Minister.

*This means that an officer does not need to take the prescribed training if in the three years before April 1, 2024 they met any of the criteria in clause b.*

<sup>52</sup> O. Reg. 87/24, s. 28 (2) & (3).

## M. MAJOR CASES

### XXVIII. Initial Training

A police officer who has an assigned role listed in column 1 of the Table needs to successfully complete the applicable training outlined in column 2 of the table before undertaking the role or continuing to undertake the role.

A police officer does not need to successfully complete the training in column 2 if the officer was assigned the role before April 1, 2024, and the officer's chief of police has determined that they successfully completed substantially equivalent training to that in the Table before April 1, 2024.<sup>53</sup>

Item	Column 1 Role	Column 2 Training	Notes
1.	<b>Major case manager or primary investigator</b>	The course entitled "Ontario Major Case Management", delivered by the <b>College</b> or by a <b>certified trainer</b>	
2.	<b>File co-ordinator</b>	The following courses: 1. "Ontario Major Case Management", delivered by the <b>College</b> or by a <b>certified trainer</b> 2. "Managing Investigation Using PowerCase", delivered by the <b>College</b>	
3.	<b>Forensic identification officer</b>	One of the following courses: 1. The course entitled "Forensic Identification Officer" delivered by the <b>College</b> 2. A course delivered by the Canadian Police College that the <b>Director</b> has determined is substantially equivalent to the <b>College</b> course	This training and the recertification training described below for a <b>forensic identification officer</b> is the training prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23. <sup>54</sup>

<sup>53</sup> O. Reg. 87/24, s. 29.

<sup>54</sup> O. Reg. 87/24, s. 31.

4.	<b>Forensic identification officer</b> whose responsibilities include providing scientific expert opinion evidence in bloodstain pattern analysis	The following courses and programs: 1. One of the courses set out in item 3 of Column 2 2. One of the following programs: i. The program entitled “Bloodstain Pattern Analyst Certification Program” delivered by the <b>College</b> ii. A program delivered by the Canadian Police College that the <b>Director</b> has determined is substantially equivalent to the <b>College</b> program	This training and the recertification training described below for a <b>forensic identification officer</b> whose responsibilities include providing scientific expert bloodstain pattern analysis is the training prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23. <sup>55</sup>
5.	<b>Information coordinator</b>	The course entitled “Managing Investigation Using PowerCase”, delivered by the <b>College</b>	This training is prescribed for the purpose of subsection 3 (4) of Ontario Regulation 394/23. <sup>56</sup>  This is also the training prescribed for the purposes of paragraph 4 of subsection 8 (3) of Ontario Regulation 394/23. <sup>57</sup>
6.	<b>Scenes of crime officer</b>	One of the following courses: 1. “Scenes of Crime Officer” delivered by the <b>College</b> or by a <b>certified trainer</b> 2. An in-service course delivered by a police service that the <b>Director</b> has accredited 3. A course delivered by the Canadian Police College that the <b>Director</b> has determined is	

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<sup>55</sup> O. Reg. 87/24, s. 31.

<sup>56</sup> O. Reg. 87/24, s. 31.

<sup>57</sup> O. Reg. 87/24, s. 32.

		substantially equivalent to <b>College</b> course	
7.	<b>Multi-jurisdictional major case manager</b>	The following courses: 1. "Ontario Major Case Management", delivered by the <b>College</b> or by a <b>certified trainer</b> 2. "Multi-Jurisdictional Major Case Management", delivered by the <b>College</b>	This is the training prescribed for the purposes of clause 15 (3) (b) of Ontario Regulation 394/23. <sup>58</sup>

### XXIX. Ongoing Training for Forensic Identification

A police officer who is assigned the role of a **forensic identification officer** needs to, within 36 months after successfully completing the initial training in the table above, and then within every subsequent 36 months, successfully complete the Forensic Identification Officer Re-Certification course delivered by the **College**.

A police officer who is assigned the role of a **forensic identification officer** whose responsibilities include providing expert opinion evidence in bloodstain pattern analysis needs to:

- Successfully complete the recertification training required of a **forensic identification officer** as outlined above; and
- Within every subsequent 36 months after successfully completing the initial training in the table above, successfully complete the Bloodstain Pattern Analyst Re-Certification course delivered by the College.<sup>59</sup>

***Forensic identification officers** whose responsibilities include providing expert opinion evidence in bloodstain pattern analysis still need to successfully complete the re-certification requirement for just a **forensic identification officer**. This is an additional re-certification requirement due to the additional specification of their role.*

<sup>58</sup> O. Reg. 87/24, s. 33.

<sup>59</sup> O. Reg. 87/24, s. 30.

## N. FAMILIAL OR INTIMATE PARTNER VIOLENCE OCCURENCES, HATE CRIMES, ELDER ABUSE, AND HUMAN TRAFFICKING

### XXX. Familial or Intimate Partner Violence Occurrences, Hate Crimes, Elder Abuse, and Human Trafficking

In respect of officers who had/have the responsibilities assigned before April 1, 2025

A police officer whose assigned responsibilities include conducting any of the following investigations – familial or intimate partner violence occurrences; hate crimes; elder abuse; human trafficking – needs to comply with the following requirements for each type of investigation they are responsible for:

- If they had responsibility for these types of investigations before April 1, 2025, they need to successfully complete the training assigned to that role in column 2 of the table below.
  1. This training needs to be successfully completed no later than April 1, 2026, and
  2. The same training needs to be successfully completed within every subsequent 24 months.<sup>60</sup>

These police officers do not need to successfully complete the training if the officer has successfully completed training before April 1, 2024, that the officer's chief of police has determined is substantially equivalent to the training outlined in column 2. If this is the case, a police officer is deemed to have successfully completed the training on April 1, 2025 (so their requalification training clock starts from this date).<sup>61</sup>

Police officers do not need to re-take the training for one or more of the four types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating familial or intimate partner violence, elder abuse, and/or human trafficking occurrences, conducted an investigation of that type.
- In the case of an officer with responsibilities for investigating hate crimes, conducted a hate crime investigation or been the **primary investigator** assigned to another **threshold investigation**.<sup>62</sup>

<sup>60</sup> O. Reg. 87/24, s. 34 (2).

<sup>61</sup> O. Reg. 87/24, s. 34 (4).

<sup>62</sup> O. Reg. 87/24, s. 34 (5).

In the case of officers who are assigned the responsibilities on or after April 1, 2025

A police officer whose assigned responsibilities include conducting any of the following investigations – familial or intimate partner violence occurrences; hate crimes; elder abuse; human trafficking – needs to comply with the following requirements for each type of investigation they are responsible for:

- If an officer was assigned the responsibilities on or after April 1, 2025, they need to successfully complete the training set out in column 2 of the Table:
  1. No later than 12 months after being assigned that type of investigation, and
  2. The same training needs to be successfully completed within every subsequent 24 months.<sup>63</sup>

Police officers do not need to re-take the training for one or more of the four types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating familial or intimate partner violence, elder abuse, and/or human trafficking occurrences, conducted an investigation of that type.
- In the case of an officer with responsibilities for investigating hate crimes, conducted a hate crime investigation or been the **primary investigator** assigned to another **threshold investigation**.<sup>64</sup>

<b>Column 1 Type of Investigation</b>	<b>Column 2 Training</b>
Familial or intimate partner violence occurrences	One of the following: 1. The course entitled “Domestic Violence Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Hate crimes	One of the following courses: 1. “Hate Crime Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Elder abuse	One of the following courses: 1. “Elder Abuse Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Human trafficking	One of the following courses:

<sup>63</sup> O. Reg. 87/24, s. 34 (2).

<sup>64</sup> O. Reg. 87/24, s. 34 (5).

	<p>1. “Human Trafficking Investigation”, delivered by the <b>College</b>.</p> <p>2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service.</p>
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*For example: If a police officer had the responsibilities before April 1, 2025, for investigating hate crimes and had successfully completed training the chief of police determines is substantially equivalent before April 1, 2024, they do not need to successfully complete the training. If this is the case, the police officer is deemed to have successfully completed the training on April 1, 2025 (so their requalification training clock starts from this date). They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation. If they had the responsibilities but had not successfully completed training their chief of police can determine is substantially equivalent before April 1, 2024, then they need to successfully complete the training by April 1, 2026. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation.*

*A police officer who is assigned responsibility on or after April 1, 2025, for investigating hate crimes needs to successfully complete the training no later than 12 months after being assigned the responsibilities. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a hate crime investigation or have been the primary investigator assigned to another threshold investigation.*

## **O. HOMICIDES AND POTENTIAL HOMICIDES, SEXUAL ASSAULT AND INVESTIGATING OFFENCES AGAINST CHILDREN**

### **XXXI. Homicides and Potential Homicides, Sexual Assault, and Investigating Offences Against Children**

For an officer with the responsibilities before April 1, 2024

A police officer whose assigned responsibilities include conducting any of the following investigations – homicide or potential homicide (see definition in table below); sexual assault; child abuse and neglect – needs to comply with the following requirements:

- If they had responsibility for these types of investigations before April 1, 2024, they need to successfully complete the training assigned to that role in column 2 of the table below.



1. This training needs to be successfully completed no later than April 1, 2025, and
2. The same training needs to be successfully completed within every subsequent 24 months.<sup>65</sup>

These police officers do not need to successfully complete the training if the officer has successfully completed training before April 1, 2024, that the officer's chief of police has determined is substantially equivalent to the training outlined in column 2. If this is the case, a police officer is deemed to have successfully completed the training on April 1, 2024 (so their requalification training clock starts from this date).<sup>66</sup>

Officers do not need to re-take the training for one or more of the three types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating homicides or potential homicides, conducted a homicide investigation or been the **primary investigator** assigned to another **threshold investigation**.
- In the case of an officer with responsibilities for investigating sexual assaults, conducted a sexual assault investigation or been the **primary investigator** assigned to any **threshold investigation**.
- In the case of an officer with responsibilities for investigating child abuse and neglect, conducted an investigation into child abuse or neglect or been the **primary investigator** assigned to any **threshold investigation**.<sup>67</sup>

In the case of officers who got assigned the responsibilities on or after April 1, 2024

A police officer whose assigned responsibilities include conducting any of the following investigations – homicide or potential homicide; sexual assault; child abuse and neglect – needs to comply with the following requirements:

- If an officer was assigned the responsibilities on or after April 1, 2024, they need to successfully complete the training set out in column 2 of the Table:
  1. Within 12 months after being assigned that type of investigation, and
  2. The same training needs to be successfully completed every subsequent 24 months.<sup>68</sup>

Officers do not need to re-take the training for one or more of the three types of investigations if their chief of police determines that the officer has, during the respective 24 month period:

- In the case of an officer with responsibilities for investigating homicides or potential homicides, conducted a homicide investigation or been the **primary investigator** assigned to another **threshold investigation**.

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<sup>65</sup> O. Reg. 87/24, s. 34 (3).

<sup>66</sup> O. Reg. 87/24, s. 34 (4).

<sup>67</sup> O. Reg. 87/24, s. 34 (5).

<sup>68</sup> O. Reg. 87/24, s. 34 (3).

- In the case of an officer with responsibilities for investigating sexual assaults, conducted a sexual assault investigation or been the **primary investigator** assigned to any **threshold investigation**.
- In the case of an officer with responsibilities for investigating child abuse and neglect, conducted an investigation into child abuse or neglect or been the **primary investigator** assigned to any **threshold investigation**.<sup>69</sup>

<b>Column 1 Type of Investigation</b>	<b>Column 2 Training</b>
Investigating suspicious deaths, missing persons occurrences where the disappearance is suspicious, or any other circumstances that could reasonably lead to a homicide investigation (“homicides and potential homicides”)	The course entitled “Homicide Investigation”, delivered by the <b>College</b> or a course accredited by the <b>Director</b> for the purpose of this type of investigation that is delivered by a police service.
Investigating sexual assaults	The course entitled “Sexual Assault Investigation”, delivered by the <b>College</b> or a course accredited by the <b>Director</b> for the purpose of this type of investigation that is delivered by a police service.
Investigating child abuse and neglect	The course entitled “Investigating Offences Against Children”, delivered by the <b>College</b> or a course accredited by the <b>Director</b> for the purpose of this type of investigation that is delivered by a police service.

<sup>69</sup> O. Reg. 87/24, s. 34 (5).

*For example: If a police officer had the responsibilities before April 1, 2024, for investigating sexual assaults and successfully completed training the chief of police determines is substantially equivalent before April 1, 2024, they do not need to successfully complete the training. If this is the case, the police officer is deemed to have successfully completed the training on April 1, 2024 (so their requalification training clock starts from this date). They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation. If they had the responsibilities but had not successfully completed training before April 1, 2024, their chief of police can determine is substantially equivalent, then they need to successfully complete the training. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation.*

*A police officer who is assigned responsibility on or after April 1, 2024, for investigating sexual assaults needs to successfully complete the training no later than 12 months after being assigned the responsibilities. They do not need to successfully complete the requalification training if, during every 24 month period, their chief of police determines they conducted a sexual assault investigation or have been the primary investigator assigned to any threshold investigation.*

## P. SPECIALIZED INVESTIGATIVE TEAMS

### XXXII. Specialized Investigative Teams

As of April 1, 2025, at least one member of a specialized investigative team responsible for the matter in the table below must have successfully completed the training named in the table.<sup>70</sup>

<b>Column 1 Provision of O. Reg. 395/23</b>	<b>Column 2 Training</b>
Familial or intimate partner violence	One of the following: 1. The course entitled “Domestic Violence Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Hate crimes	One of the following courses: 1. “Hate Crime Investigation”, delivered by the <b>College</b> .

<sup>70</sup> O. Reg. 87/24, s. 35.

	2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Elder abuse	One of the following courses: 1. “Elder Abuse Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service
Human trafficking	One of the following courses: 1. “Human Trafficking Investigation”, delivered by the <b>College</b> . 2. A course that has been accredited by the <b>Director</b> for the purposes of this type of investigation, delivered by a police service

## Q. CRIMINAL INTELLIGENCE SERVICE ONTARIO

### XXXIII. Criminal Intelligence Service Ontario Courses

A police officer whose assigned responsibilities are included in column 1 of the table needs to successfully complete the course set out opposite the responsibility in column 2 before undertaking the responsibility or continuing to undertake the responsibility.

An officer does not need to successfully complete the training if they had the assigned responsibility before April 1, 2024, and the officer’s chief of police determines they have successfully completed training before April 1, 2024, that is substantially equivalent to the training in column 2.

<b>Column 1 Responsibilities</b>	<b>Column 2 Training</b>
Covert technical surveillance or covert intelligence gathering	The course entitled “Lawful Justification Training”, delivered by the Criminal Intelligence Service Ontario
Technical investigation	The course entitled “Technical Investigator Training”, delivered by the Criminal Intelligence Service Ontario
Covert physical surveillance	One of the following:  1. The course entitled “Mobile Surveillance Outreach Training”, delivered by the Criminal Intelligence Service Ontario or by a person who has been approved to deliver the training by

	the Director of the Criminal Intelligence Service Ontario
	2. The course entitled “Physical Surveillance Training”, delivered by the Ontario Provincial Police
Handling and deployment of covert or undercover operator	The course entitled “Covert Operation Handler”, delivered by the Criminal Intelligence Service Ontario

For the purpose of the Mobile Surveillance Outreach Training, the Director of the Criminal Intelligence Service Ontario (CISO) may approve an individual to deliver the training if that Director has determined, taking into consideration the training received by the individual, that they are qualified to deliver the training in a manner that is consistent with CISO course training standards. The individual’s approval is valid until the date specified by the Director of CISO, which cannot be later than three years following the issuing of the approval.<sup>71</sup>

## R. EXPLOSIVES

### XXXIV. Explosive Forced Entry

Every police officer whose assigned responsibilities include explosive forced entry needs to successfully complete the Tactical – Police Explosives Technician course delivered by the Canadian Police College before undertaking the responsibilities or continuing to undertake the responsibilities.

A police officer does not need to successfully complete the training if this was part of the officer’s assigned responsibilities before April 1, 2024, and they have successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.<sup>72</sup>

### XXXV. Explosives Disposal

Every police officer whose assigned responsibilities include explosive disposal needs to successfully complete the Police Explosives Technicians Course delivered by the Canadian Police College before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer’s assigned responsibilities before April 1, 2024, and the officer successfully completed

<sup>71</sup> O. Reg. 87/24, s. 36.

<sup>72</sup> O. Reg. 87/24, s. 37.

training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.

Every police officer who is assigned these responsibilities needs to successfully complete the Police Explosives Technicians Validation Course delivered by the Canadian Police College as requalification training.

For an officer who needs to successfully complete the initial explosive disposal training (i.e., the Police Explosives Technicians Course), they need to successfully complete this requalification training within five years after successfully completing the initial training and within every subsequent five-year period.

Officers who are exempt from the initial explosive disposal training need to successfully complete the requalification training within 5 years of successfully completing their substantially equivalent training and within every subsequent five years.<sup>73</sup>

## S. Chemical, Biological, Radiological, Nuclear and Explosive Response (CBRNE)

### XXXVI. CBRNE

Every police officer whose assigned responsibilities include chemical, biological, radiological, nuclear and explosive response on or after April 1, 2025, needs to successfully complete the Chemical, Biological, Radiological, Nuclear and Explosive Response course delivered by the **College** before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer's assigned responsibilities before April 1, 2024, and the officer successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.<sup>74</sup>

*Officers assigned these responsibilities between April 1, 2024 and March 31, 2025, have until April 1, 2025 to successfully complete the training. If it is not successfully completed by April 1, 2025, they cannot continue to undertake the assigned responsibilities until they successfully complete the training.*

<sup>73</sup> O. Reg. 87/24, s. 39.

<sup>74</sup> O. Reg. 87/24, s. 38.

## T. Synthetic Drug Operations

### XXXVII. Synthetic Drug Operations Initial and Ongoing Training

Every police officer whose assigned responsibilities include the physical collection of evidence for the rendering safe and decommissioning of synthetic drug laboratories needs to successfully complete the Synthetic Drug Operations course delivered by the **College** before undertaking the responsibilities or continuing to undertake the responsibilities.

Officers do not need to successfully complete the training if this was part of the officer's assigned responsibilities before April 1, 2024, and the officer successfully completed training before April 1, 2024, that their chief of police has determined is substantially equivalent to the training above.

Every police officer who is assigned these responsibilities needs to successfully complete the Synthetic Drug Operations Recertification course delivered by the **College** as requalification training.

For officers who have to successfully complete the initial training (i.e., the Synthetic Drug Operations course), they need to successfully complete this requalification training within 12 months of successfully completing the initial training and within every subsequent 12 months.

Officers exempt from the initial training need to successfully complete the course no later than April 1, 2025, and then within every subsequent 12 months.<sup>75</sup>

## U. Security Measures

### XXXVIII. Motorcycle Escort

This applies to any officer who has assigned responsibilities that include acting as a motorcycle escort to a motorcade for passengers requiring enhanced security measures.

Before the officer undertakes the responsibility or before they continue to undertake the responsibility, they need to successfully complete the Motorcade VIP Escort course delivered by the **College** or a **certified trainer**.

An officer does not need to successfully complete the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before

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<sup>75</sup> O. Reg. 87/24, 40.

April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.<sup>76</sup>

### **XXXIX. Protection of Person**

Every police officer whose assigned responsibilities include protecting people who require enhanced security measures needs to successfully complete the Close Protection Operator course delivered by the **College** before undertaking the responsibility or continuing to undertake the responsibility.

An officer does not need to take the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.<sup>77</sup>

## **V. BREATH SAMPLES**

### **XL. Breath Samples**

In this section “approved instrument” has the same meaning as in section 320.11 of the *Criminal Code* (Canada).

Every police officer whose assigned responsibilities include analyzing breath samples with an approved instrument needs to successfully complete the Qualified Technician (Breath) course delivered by the Centre of Forensic Sciences before undertaking the responsibility or continuing to undertake the responsibility.

An officer does not need to take the course if they had the assigned responsibilities before April 1, 2024, and they successfully completed training before April 1, 2024, that their chief of police determines is substantially equivalent to the training prescribed above.<sup>78</sup>

## **W. BOARD AND COMMITTEE MEMBER TRAINING**

### **XLI. Board and Committee Member Training Timelines**

A member of a police service board, OPP detachment board or First Nation OPP board, or a committee, cannot continue to exercise the powers or perform the duties of their

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<sup>76</sup> O. Reg. 87/24, s. 41.

<sup>77</sup> O. Reg. 87/24, s. 42.

<sup>78</sup> O. Reg. 87/24, s. 43.



position if they have not successfully completed the following training required by the Act within 6 months after the day of their appointment<sup>79</sup>:

- The training approved by the Minister, with respect to human rights and systemic racism.
- The training approved by the Minister that promotes recognition of and respect for,
  - the diverse, multiracial and multicultural character of Ontario society, and
  - the rights and cultures of First Nation, Inuit and Métis Peoples.<sup>80</sup>

The above training is otherwise known as thematic training. Please refer to Appendix II for further information on thematic training.

## X. DEFINITIONS

Term	Definition
<b>Certified Trainer</b>	An individual who possesses a certificate issued by the Director of the Ontario Police College for a specific type of training included in the regulation, and the certificate is valid on the day when the training is delivered. ( <i>i.e., the trainer is able to present a certificate that is not past the expiry date on a day they are delivering training</i> ) <sup>81</sup>
<b>College</b>	Means the Ontario Police College. <sup>82</sup>
<b>Director</b>	Means the Director of the Ontario Police College. <sup>83</sup>
<b>Niagara Parks constable</b>	Means a special constable whose special constable employer is the Niagara Parks Commission. <sup>84</sup>
<b>First Nation policing provider</b>	Is an entity that employs First Nation Officers, in other words a First Nation policing organization that is not a “police service” as defined in the CSPA. If a police service board has been constituted under s. 32 of the CSPA, that police service board maintains a “police service” as defined in the CSPA and is not a “First Nation policing provider”.
<b>Assigned responsibilities or roles</b>	Are responsibilities or roles that have been assigned to an individual by: <ul style="list-style-type: none"> <li>• their chief of police, if they are a member of a police service (whether a police officer or special constable), or</li> <li>• the individual’s employer, if they are not a member of a police service (special constables only)</li> </ul>

<sup>79</sup> O. Reg. 87/24, s. 44.

<sup>80</sup> CSPA s. 35 (2) 2 & 3.

<sup>81</sup> O. Reg. 87/24 s. 1 (1).

<sup>82</sup> O. Reg. 87/24 s. 1 (1).

<sup>83</sup> O. Reg. 87/24 s. 1 (1).

<sup>84</sup> O. Reg. 87/24 s. 1 (1).

	<p>if those roles or responsibilities were assigned to be performed:</p> <ul style="list-style-type: none"> <li>• over an indefinite period of time, or</li> <li>• as a primary component of their duties over a specific period of time.<sup>85</sup></li> </ul> <p>If the chief of police or employer is of the opinion that the specific period of time for which a person is being assigned the roles or responsibilities is so short that it would be unreasonable for them to have to successfully complete the training specific to the role/responsibility, then it is not considered to be an assigned responsibility or role for the purpose of the regulation.<sup>86</sup></p> <p><i>For example, if an officer is asked to cover as a coach officer for a few days while the regular officer assigned to the role is away on sick leave, the chief of police could determine that it is not reasonable to ask the covering officer to successfully complete the training required of a coach officer. The covering officer would not be required to successfully complete the training in accordance with the regulation.</i></p>
<b>Category 1 special constable</b>	Special constable who is a member of a police service or whose special constable employer is an entity that employs First Nation Officers (i.e., a First Nation policing provider). <sup>87</sup>
<b>Category 2 special constable</b>	Special constables whose special constable employer is a ministry, commission, board or other administrative unit of the Government of Ontario, including any agency thereof, other than the Niagara Parks Commission, Metrolinx, and public colleges. <sup>88</sup>
<b>Category 4 special constable</b>	Special constables whose special constable employer employs police officers pursuant to the law of another jurisdiction. <sup>89</sup>
<b>Category 5 special constable</b>	Special constables who are not included in Category 1 or Category 2, but who are not a <b>Niagara Parks constable</b> or special constable whose special constable employer employs police officers pursuant to the law of another jurisdiction (i.e., a Broader Public Sector Special Constable, e.g., who would work for a university). <sup>90</sup>

These terms are defined to have the same meaning as in Ontario Regulation 394/23 (Major Case Management and Approved Software Requirements):

<sup>85</sup> O. Reg. 87/24 s. 1 (3) & (4).

<sup>86</sup> O. Reg. 87/24 s. 1 (5).

<sup>87</sup> O. Reg. 87/24 Table: Appointment as special constable.

<sup>88</sup> O. Reg. 87/24 Table: Appointment as special constable.

<sup>89</sup> O. Reg. 87/24 Table: Appointment as special constable.

<sup>90</sup> O. Reg. 87/24 Table: Appointment as special constable.

1. File co-ordinator
2. Forensic identification officer
3. Information co-ordinator
4. Major case manager
5. Multi-jurisdictional major case investigation
6. Multi-jurisdictional major case manager
7. Primary investigator
8. Scenes of crime officer
9. Threshold investigation<sup>91</sup>

## Y. APPENDICES

### I. Other Considerations

Chiefs of police are reminded that in addition to ensuring any Minister-prescribed training requirements are met (O. Reg. 399/23, s. 10), chiefs of police are required to:

- Establish a skills development and learning plan for members of the police service, which must address the development and maintenance of capabilities of members of the service (O. Reg. 399/23, s. 11); and
- Manage members of the police service to ensure they carry out their duties in accordance with the Act and the regulations (CSPA, s. 79 (1)), including delivering policing in accordance with the standards for adequate and effective policing.

Special constable employers are reminded that they are required to comply with any terms or conditions on their authorization to employ special constables (CSPA, s. 98 (1) (a)).

### II. Training Requirements in the Act

#### Thematic Training

Under sections 35, 67, 78, 83 and 92 of the CSPA, a member of a police service board, OPP detachment board or First Nation OPP board or committee of such boards, police officers and special constables are required to successfully complete thematic training. Thematic training consists of Minister approved e-learning modules that cover the following topics:

- Human rights;
- Systemic racism;
- The diverse, multiracial and multicultural character of Ontario society; and
- The rights and cultures of First Nation, Inuit and Métis Peoples.

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<sup>91</sup> O. Reg. 87/24 s. 1 (2).

In order to be appointed as a police officer under the CSPA, an individual needs to have successfully completed the thematic training prior to their appointment as a police officer. Police officers appointed under the *Police Services Act* whose appointments continued under the CSPA have until March 31, 2027 to successfully complete the training.<sup>92</sup>

In order to be appointed as a special constable under the CSPA, an individual needs to have successfully completed the thematic training prior to their appointment as a special constable. Special constables appointed under the *Police Services Act* whose appointments continued under the CSPA need to successfully complete the training before re-appointment.<sup>93</sup>

Board members appointed under the *Police Services Act* who continued in office under the CSPA had until September 31, 2024, to successfully complete the training.<sup>94</sup> For further information on board member timelines, refer to section XLI.

### Roles and Responsibilities Training

Under sections 35, 67 and 78 of the CSPA, a member of a police service board, OPP detachment board or First Nation OPP board or committee of such boards must successfully complete Minister approved training with respect to the role of their board and the responsibilities of the board members and board committee members.<sup>95</sup> This training is delivered through online learning modules. This training must be successfully completed before the member can exercise their powers or perform their duties as a board member or board committee member.<sup>96</sup>

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<sup>92</sup> CSPA s. 83 (8).

<sup>93</sup> CSPA, ss 92 (1) & (12).

<sup>94</sup> O. Reg. 125/24, s. 5 (2).

<sup>95</sup> CSPA s. 35 (2).

<sup>96</sup> CSPA s. 35 (3).