

MEMORANDUM TO: All Chiefs of Police and
Commissioner Thomas Carrique
Chairs, Police Service Boards

FROM: Ken Weatherill
Assistant Deputy Minister
Public Safety Division

SUBJECT: ***Community Safety and Policing Act, 2019***
Mandatory Thematic Training

DATE OF ISSUE:	August 30, 2024
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On April 1, 2024, the *Community Safety and Policing Act, 2019* (CSPA) and its regulations came into force. The CSPA is an opportunity to modernize policing and enhance community safety in Ontario.

The CSPA requires police officers, special constables, the Inspector General, any deputy Inspector Generals, Inspectorate of Policing Inspectors, the Complaints Director, the deputy Complaints Director, Law Enforcement Complaints Agency Investigators, members of police service boards, including opted-in First Nation boards, Ontario Provincial Police (OPP) detachment boards, First Nation OPP boards, and members of board committees to successfully complete the minister-approved training (Thematic Training):

1. regarding human rights and systemic racism;
2. promoting recognition and respect for the diverse, multicultural, and multiracial nature of Ontario society; and,
3. promoting recognition and respect for the rights and cultures of First Nation, Inuit and Métis peoples.

The learning groups identified above have different timeframes in which the thematic training courses need to be successfully completed. Please refer to [Appendix A](#) for training deadlines.

The four e-learning courses approved by the minister are delivered online, self-directed (learn at your own pace), and available in English (French version to follow). It is anticipated that learners will be able to complete the training in under eight hours.

This training was developed by an expert vendor in e-learning that was selected by an evaluation panel comprised of members from a municipal police service board, First Nation police service, policing subject matter experts, and partner ministries.

- The Thematic Training (English version) is now available on the Ontario Police College Virtual Academy (OPCVA) to all police services. Learners with an existing OPCVA student number can access the training through: www.opcva.ca. Training will be available on the main page after log-in.
- Learners without a student number can contact the Ontario Police College Registration office at OPC.Registrar@ontario.ca for assistance with setting up a profile for training access.

Requests for technical support can be made online at support.opcva.ca.

Thank you for the continued support to advance the modernization and continuous improvement of police services in Ontario.

Sincerely,



Ken Weatherill
Assistant Deputy Minister
Public Safety Division

Appendix A

c: Mario Di Tommaso, O.O.M.
Deputy Solicitor General, Community Safety

APPENDIX A

CSPA-mandated Training Learner Groups

Learning Group	Appointment Period	Training Deadline
Police Officers	Recruit appointed between April 1, 2024, and September 30, 2024	September 30, 2024
	Recruit appointed on or after October 1, 2024	Before appointment
	Active	By March 31, 2027
Special Constables	Recruit appointed between April 1, 2024, and September 30, 2024	September 30, 2024
	Recruit appointed on or after October 1, 2024	Before appointment
	Active	Before re-appointment (depending on appointment, but no later than March 31, 2027)
Boards/Committees Members of a police service board, O.P.P. detachment board, First Nation O.P.P. board, or committee	Members of a police service board who continue in office under subsection 31 (11) of the CSPA	By September 30, 2024
	New appointments on or after April 1, 2024	No later than 6 months after the day of their appointment
Oversight Bodies Complaints Director, deputy Complaints Director, or investigators (Law Enforcement Complaints Agency (LECA)) Inspector General, any deputy Inspector Generals, and inspectors	Individuals appointed up to and including September 30, 2024	September 30, 2024
	Individuals appointed on or after October 1, 2024	Before exercising powers or performing duties