

Ontario
Provincial
Police

Police
provinciale
de l'Ontario



**Office of Professionalism, Respect,
Inclusion and Leadership**

Bureau de la conduite professionnelle, de la
promotion du respect, de l'inclusion et du
leadership

777 Memorial Ave.
Orillia ON L3V 7V3

777, avenue Memorial
Orillia ON L3V 7V3

Tel: 705 329-6051
Fax: 705 329-6050

Tél. : 705 329-6051
Télééc.: 705 329-6050

Reference No/N° de dossier: 2545021-0109

September 23, 2021

MEMORANDUM TO:

Provincial Constable G.G. (Gabriel) PROULX #14327
3000 - PRINCE EDWARD
EAST REGION

Re: Notice of Internal Complaint

Date of Incident: September 13, 2021

Date of Complaint: September 13, 2021

Summary of Complaint: It is alleged you sent unsolicited emails to the Office of the Commissioner, Supt Mike Bickerton and members of Professional Standards containing several inappropriate remarks. It is further alleged that you participated in online social media interviews wherein you agreed with and/or made inappropriate and disparaging comments towards members of the Canadian government and further denounced the laws of Canada by referencing that the Canadian laws do not apply to you. You readily identified yourself as a police officer with the OPP. Your continued and ongoing off duty behaviour has brought the reputation of the OPP into disrepute.

This is your notification pursuant to subsection 76(3) of the *Police Services Act* that an internal complaint has been commenced against you. You will be contacted in regard to this matter.

Professional Standards Unit (PSU) recognizes that a complaint against a member or being served a Notice of Complaint may raise questions and concerns for an officer. *The Police Services Act* discipline process is employment law with embedded procedures and rules to ensure a fair and transparent process.

PSU also recognizes the impact on OPP members whose actions are being investigated in response to public/internal complaints. The OPP Healthy Workplace team provides targeted programming with consistent and comprehensive services, to support employees and their families. Please call 1-844-677-9409, or visit www.opp.ca to access.

23 Sept 21
1002 hrs
SWW/1076

PSU Liaisons are uniform members with personal knowledge of the *Police Services Act* process either through prior experience or work experience and can support members involved in investigations, with administrative processes and link to further resources. Access to PSU Liaisons can be made by contacting 1-844-677-9409 or by email at OPPHealth@opp.ca. Referrals can also be made by PSU, the OPPA, Managers / Supervisors, Peer Support or Care Navigators.

Additionally, the OPPA's Encompass Mental Health Wellness Program offers eligible OPPA members access to regulated health and wellness support, and can be contacted 24/7, 365 days a year at 1-866-794-9117 or visit www.encompascare.ca.

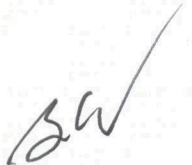
If you have any questions about this matter or the complaint process, please contact this Unit.

Inspector S. Thompson

Steve Thompson
Inspector
Proactive, Support and Recognition
Professional Standards Unit

/cc

c: Detachment Commander, 3000 - PRINCE EDWARD

A handwritten signature in black ink, appearing to be 'BW' with a long, sweeping flourish extending upwards and to the right.



September 23, 2021

MEMORANDUM TO:

Provincial Constable G.G. (Gabriel) PROULX #14327
3000 - PRINCE EDWARD
EAST REGION

This is to inform you that, pursuant to the provisions of Section 89(1) of the *Police Services Act*, you are hereby suspended from duty with pay, effective immediately, pending completion of the ongoing investigation and related *Police Services Act* matters.

During the period of your suspension, you are neither to exercise any power or authority vested in you as a member of the Ontario Provincial Police or wear or use any article of clothing or equipment issued to you as a member of the Ontario Provincial Police. Further to Chapter 6.10.8 of Police Orders, you must relinquish the following for the duration of your suspension:

1. Issued firearm(s) [including ammunition]
2. Conductive Energy Weapon
3. Oleoresin capsicum spray canister(s)
4. ASP baton
5. Handcuffs
6. Warrant card
7. Badge
8. All notebooks
9. Proxy access card
10. Smart Card
11. Cell Phone
12. Laptop
13. any other OPP issued equipment in your possession.

Received by G. Wight

*23 Sept 21
1009 hrs
[Signature]*

Your log-in privileges to all government servers will be suspended.

During the period of your suspension, you are required upon receipt of proper notification, to attend court to give evidence respecting matters which involved you in your capacity as a police officer. Any notebooks and/or relevant material will be provided to you upon request to the appropriate supervisor, for this purpose.

During COVID-19, alternate measures have been implemented and you will be required to report in by telephone to the Prince Edward Detachment each morning at 0900 hours, from Monday to Friday inclusive, with the exception of Statutory Holidays to which you are entitled. A leeway of only 15 minutes on each side of the report-in time will be allowed. This report-in time must be strictly adhered to.

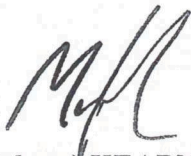
Reporting in this manner becomes your scheduled duties/shift for the period of your suspension, and all the regular procedures apply regarding attendance. As such:

- You are entitled to annual leave, special and compassionate leave in accordance with the provisions of Chapter 6 of OPP Orders and the OPPA Uniform Collective Agreement. During any such pre-approved absences, you will not be required to report at your work location.
- You are required to ensure your vacation entitlements do not exceed the carry over limit as set out in the OPPA Uniform Collective Agreement.
- You are entitled to the provisions of the Short Term Sickness Plan (STSP).

Be advised that you are still subject to Police Orders, Chapter 6.24.4 – Secondary Activities/Employment and Section 49 of the *Police Services Act* in relation to Secondary Employment. You are also subject to the Conflict of Interest Rules as set out under the *Public Service of Ontario Act* (PSOA), Ontario Regulation 381/07.

Upon approval of Secondary Employment, by virtue of Section 89(7) of the *Police Services Act*, the pay that you receive during the period of your suspension shall be reduced by the amount that you earn from any other employment commenced during this period. Accordingly, you are required to provide the Commander, Career Development Bureau, with documentation of any such earnings.

Unless you have received prior permission from a superior officer, you are not to attend any OPP detachments or offices except for the purpose of reporting in pursuant to this suspension notice.



M.L. (Marty) KEARNS

Chief Superintendent

Office of Professionalism, Respect, Inclusion and Leadership

/cc

c: Deputy Commissioner, Field Operations
Regional Commander, East Region
Detachment Commander, Prince Edward
Bureau Commander, Security Bureau
Bureau Commander, Career Development Bureau
Bureau Commander, Fleet, Supply and Weapons Services Bureau
Sergeant Major, East Region – Professional Standards Unit
Prosecution Section, Professional Standards Unit
Lucia Chiarello, Communications & Technology Services Bureau
Executive Lead, Healthy Workplace Team
Dr. Vivien Lee, Healthy Workplace Team

Proof of Service of Suspension

Date and time Suspension Notification was served: 23 Sept. 21 1009

Copy of Order Given to Suspended Member

Y N

Name of Serving Member:

Gary Wight

Signature of Serving Member:

[Signature]

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Provincial Constable G.G. (Gabriel) PROULX #14327
3000 - PRINCE EDWARD
EAST REGION

Re: Order/Representation – Police Services Act

The Office of Professionalism has received a copy of a correspondence you forwarded addressed to Commissioner Thomas Carrique, Chief Superintendent Marty Kearns and others, titled "NOTICE: Trespass" dated September 13, 2021.

On page 3 of the correspondence you forwarded the following:

"I give notice a man Christopher James will assist as my counsel on all trespasses at this critical time; Christopher is not a lawyer [BAR member] he does NOT act/represent me...he is an expert on jurisdiction; I stand with Christopher my fellow man in truth with undeniable verifiable evidence for you and our world; Together with honour and the oath I hold so dear...we will powerfully and simply prove said claims be true."

I understand from your First Appearance before the Police Services Act Tribunal on Wednesday September 15, 2021 that you are self-represented, which you are entitled. However, as a result of receiving the information above, I bring to your attention Section 83 of the *Ontario Police Services Act* which identifies the authorities to conduct hearings and the procedure governing them. Subsection (3) and (4) identify who the parties are and who may provide representation. They are contained below for your awareness.

83(3)

The parties to the hearing are the prosecutor, the police officer who is the subject of the hearing and, if the complaint was made by a member of the public, the complainant.

83(4)

The parties to the hearing shall be given reasonable notice of the hearing, and each party may be represented by a person authorized under the Law Society Act to represent the party.

I recommend you reconsider your decision to self-represent in this matter and seek legal counsel to assist you. Notwithstanding this, your decision to be self-represented will be respected.

23 Sept 21
1021 b.s
[Signature]

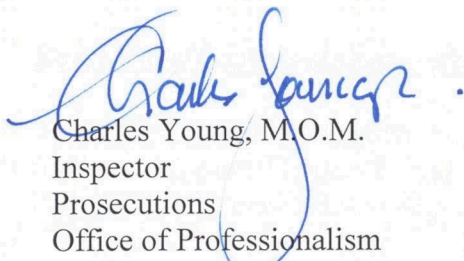
Again, in appreciation that you have elected to self-represent in this Police Services Act proceeding, you are ordered, from this date forward, to direct all further correspondence related to your discipline matter to Sergeant Major Trevor Nicholas. Sergeant Major Nicholas will be case managing this file and this direction will ensure he receives any and all information you deem relevant or important to your position. Be advised that disregarding this order may result in further discipline being initiated.

Sergeant Major Nicholas' contact information is provided below:

Trevor Nicholas
Sergeant Major
Trevor.Nicholas@opp.ca
Contact Number: 613-285-2772

If you have any questions regarding the *Police Services Act* process please don't hesitate to contact me at 705-329-6068.

Regards,



Charles Young, M.O.M.
Inspector
Prosecutions
Office of Professionalism
Ontario Provincial Police
/cc

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3000 - PRINCE EDWARD
EAST REGION

Re: Suspension Sign-In Requirements

Pursuant to your **Notice of Suspension** or by mutual agreement, you have been assigned the following sign-in time by telephone:

Sign-in Time(s): 0900 hrs
Location: Staff Sergeant J.R. (John) HATCH at Prince Edward Detachment
Telephone: (613) 476-2151

You must telephone in no more than 15 minutes prior to your scheduled sign-in time and no later than 15 minutes past your scheduled sign-in time, Monday to Friday with the exception of Statutory Holidays, pre-approved vacation days and sick days to which you are entitled.

This timeline is critical in assisting the organization in minimizing the impacts of having to arrange for an NCO or member to be available for this purpose. The expectation is that this will be strictly adhered to.

Should you fail to sign in within these parameters, you will be considered absent without leave and 8 hours will be deducted, in addition to possible disciplinary action taken. Options to cover any deductions remain consistent with those available in keeping with the MOU.

Refused
Signature of Suspended Member

23 Sept. 21
Date

PROOF OF SERVICE:

Date Served: 23 Sept. 21 Copy of Order Given to Noted Officer? ☒ N

Name of Member Serving Documents:

Gary Wight

Signature:

[Signature]