



## BELLEVILLE POLICE SERVICE

### BOARD POLICY

Issued: March 26, 2026

Reviewed:

Revised:

Expires: Indefinite

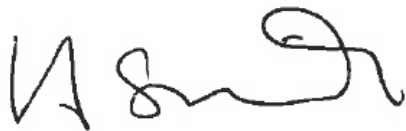
Rescinds:

#### **GP-009 Unsatisfactory Work Performance**

It is the policy of the Belleville Police Service Board that the concept of unsatisfactory work performance relates to both civilian and sworn members of the Belleville Police Service and that the Chief of Police will:

- a) Develop and maintain written disciplinary policies and procedures that address allegations of unsatisfactory work performance from both external and internal sources; and
- b) Pursuant to *section 201(2)* of the *Community Safety and Policing Act (2019) (CSPA)* - before a Chief of Police provides notice of a proposed disciplinary measure or combination of disciplinary measures on a police officer for engaging in conduct that constitutes unsatisfactory work performance, the Chief of Police shall:
  - I. Ensure that the Police Officer's work performance has been assessed in accordance with the procedures established under *subsection 194(1)* of the *CSPA* (Assessment of the Work Performance);
  - II. Advise the Police Officer of how they may improve their work performance;
  - III. Accommodate the Police Officer's needs in accordance with the Human Rights Code if the Police Officer has a disability, within the meaning of the Human Rights Code, that requires accommodation;

- IV. Recommend that the Police Officer seek remedial assistance, such as counselling, training or participation in a program or activity, if the Chief of Police is of the opinion that it would improve the Police Officer's work performance; and
- V. Give the Police Officer a reasonable opportunity to improve their work performance.

A handwritten signature in black ink, appearing to be 'H. Smith' or similar, written in a cursive style.

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Chair

August 10, 2026

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Date