



Directive

To: Cst K. Donovan
CC: Administrative Commander P. Smiley
From: Inspector D. Thiel
Date: May 9, 2016

You are hereby notified and will follow direction as specified below;

- You will not appear before the Waterloo Regional Police Service Police Services Board without the permission of the Chief of Police.
- You will notify the Waterloo Regional Police Service Police Service Board secretary, Ms M. Widemeyer, you wish to cancel your appearance at the July 2016 board meeting. This notification will be done by email and you will CC me in this email.
- You will cooperate with the external review which includes all information in support of your allegations and participate in interviews as required by investigators conducting the external review.
- While the external review takes place and any pending PSA investigation you will be assigned to administrative duties within the Training Branch and will not participate in the direct training of any WRPS members.

I acknowledge and understand the direction.

Will cooperate with investigation. Refusing sign due to not understanding the authority of Chief in acting as a member of the public. (First 2 points)

Cst K. Donovan
Insp D. Thiel

Inspector D. Thiel
Organizational Performance

*A. Inspector H.W. Galt
H.W. Galt*

*May 9, 2016
2:45 pm.*

Professional Standards

Confidential Memorandum

To: Constable Kelly Donovan #1298
Administrative Command, Training Branch - Team A

From: Acting Inspector John W. Goodman #669
Professional Standards

Date: Monday May 9, 2016

Re: Internal Investigation into Alleged Misconduct

You are hereby notified we will be conducting an independent internal investigation concerning your conduct on Wednesday May 4, 2016 at the Police Service Board meeting.

The Police Service Board meeting you addressed was an open session to both the public and the media. You were provided an opportunity to speak as you registered as a delegate without notifying that you were a police officer and/or were presenting as a member of the public.

It is alleged during your address to the Police Service Board and all attendees you;

- Identified yourself as a police officer without the authority of the Chief of the Police,
- You admitted to reading a criminal Crown Brief of which you did not author nor have the right to read or possess; *was all public on record?*
- You divulged information from the criminal Crown Brief to the media and public which was not to be divulged, *Do they get ~~stake~~ transcripts*
- You criticized the Service and members of the Service in an open forum to the media and community;
- You alleged Sergeant Bradley Finucan pled guilty to offences he was not guilty of and you had evidence which you did not bring forward and alleged officers of this Service and/or officers of the Court (Crown and Defence lawyers) suppressed evidence and/or allowed an improper guilty plea. *from crim proceeding*

Subject to, and following an external review of the substance of your allegations, investigators will be assigned to conduct a thorough and fair investigation to determine whether your actions may constitute a breach under the Police Services Act.

The potential Police Services Act allegations which will be considered in this investigation are:

1. **Discreditable Conduct** to wit, acts in a disorderly manner or in a manner prejudicial to discipline or likely bring discredit upon the reputation of the police force of which the officer is a member, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(a)(xi).

And/Or;

2. **Discreditable Conduct** to wit, acts in a disorderly manner or in a manner prejudicial to discipline or likely bring discredit upon the reputation of the police force of which the officer is a member, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(a)(xi).
3. **Neglect of Duty** to wit, fails to report a matter that it is his or her duty to report, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(c)(vi).

And/Or;

4. **Neglect of Duty** to wit, fails to report anything that he or she knows concerning a criminal or other charge, or fails to disclose any evidence that he or she, or any person within his or her knowledge, can give for or against any prisoner or defendant, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(c)(vii).
5. **Breach of Confidence** to wit, divulges any matter which it is his or her duty to keep secret, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(e)(i)

And/Or;

6. **Breach of Confidence** to wit, without property authority communicates to the media or to any unauthorized person any matter connected with, the police force of which the officer is a member, if the officer is a member of an Ontario police force as defined in the *Interprovincial Policing Act, 2009*, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(e)(iii)(A).

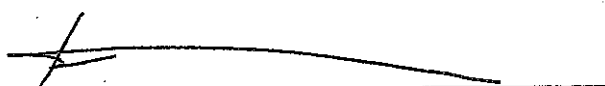
did not communicate = media

You will be notified of the Chief's decision regarding any possible misconduct, pursuant to the Police Services Act, within six months from the date such misconduct came to the Chief's attention.

Please feel free to contact Acting Inspector Goodman at extension 8536 if you have any questions concerning this matter.


Inspector John W. Goodman #669
Professional Standards

I understand and acknowledge receipt of this memorandum.


Officer # 1290

Date

May 9, 2016 14:37