

# Professional Standards

## Confidential Memorandum

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

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

**Date:** Monday May 31, 2016

**Re:** Internal Investigation into Alleged Misconduct

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You are hereby notified we will be conducting an independent internal investigation concerning an email you sent to the Police Services Board members on Monday May 9, 2016.

In the email you sent to the Police Service's Board members you made statements including, but not limited to that you, "*have no personal interest in any of the matters that I brought to the Boards attention*". We have information that may contradict these statements.

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 allegation which will be considered in this investigation is:

1. **Deceit to wit**, knowingly makes or signs a false statement in a record, contrary to Ontario Regulation 268/10, Part VII, Code of Conduct section 2(1)(d)(i).

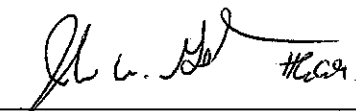
And/Or;

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).

**As this is an ongoing investigation you are hereby ordered to have no further contact directly or indirectly with any members of the Waterloo Regional Police Services Board, unless through or with the permission of the Chief of Police.**

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.

 #669

Inspector John W. Goodman #669  
Professional Standards

I understand and acknowledge receipt of this memorandum.



Constable Kelly Donovan #1298

May 31, 2016

Date