



Office of the
Chief Coroner

Bureau du
coroner en chef

Verdict of Inquest Jury Verdict du jury de l'enquête

The Coroners Act - Province of Ontario
Loi sur les coroners - Province de l'Ontario

We the undersigned / Nous soussignés,

_____ of / de Toronto
_____ of / de Toronto
_____ of / de Toronto
_____ of / de Toronto
_____ of / de Toronto

the jury serving on the inquest into the death(s) of / membres dûment assermentés du jury à l'enquête sur le décès de:

Surname / Nom de famille	Given Names / Prénoms	Aged / à l'âge de
Yatim	Sammy	18

held in / tenue à (Virtually) Toronto, Ontario from / du January 12, 2024 to / au February 1, 2024

By / Par Dr David Cameron Presiding Officer for Ontario / Président de séance pour l'Ontario

having been duly sworn/affirmed, have inquired into and determined the following:
avons fait enquête dans l'affaire et avons conclu ce qui suit:

Name of Deceased / Nom du défunt	Sammy Yatim
Date and Time of Death / Date et heure du décès	27 July 2013, 12:26 AM
Place of Death / Lieu du décès	St Michael's Hospital, 30 Bond St, Toronto, ON
Cause of Death / Cause du décès	Gunshot wound to the chest
By What Means / Circonstances du décès	Homicide

Original signed* by Foreperson /
Original signé* par le contremaître

**In-Person Inquests Only / Enquêtes en personne uniquement*

The verdict was received on February 1, 2024
Ce verdict a été reçu le _____

Original signed* by jurors / Original signé* par les jurés

Dr. David Cameron

Presiding Officer's Name (Please print) /
Nom du président (en lettres moulées)

Date Signed / Date de la signature

Signature / Signature

We, the jury, wish to make the following recommendations: (see following page)
Nous, membres du jury, formulons les recommandations suivantes : (voir page suivante)



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Inquest into the death(s) of:
L'enquête sur le décès de:

Name of Deceased / Nom du défunt
Sammy Yatim

JURY RECOMMENDATIONS RECOMMANDATIONS DU JURY

PEER INTERVENTION

To the Ministry of the Solicitor General and all Police Services in Ontario:

1. Ensure or continue to ensure that bystander/peer intervention training programs become a mandatory component of annual requalification training for officers and be continually developed. Training should focus on improving policing culture by ensuring that officers are aware that there will be no repercussions for intervening when such intervention proves warranted, but that there is potential for misconduct for failing to intervene. The training should emphasize that officers are responsible for their own actions and have a duty to intervene when witnessing misconduct.

To the Ministry of the Solicitor General and all Police Services in Ontario:

2. There should be or should continue to be express explicit protection in the policies and procedures of each police service (whistle-blower protection) for those who exercise peer intervention or report misconduct.

MONITORING

To the Toronto Police Service:

3. Consider the feasibility of instituting a quality assurance and audit position at every division, staffed by a sworn police officer, to ensure accountability, transparency, and efficiency of numerous compliance requirements (i.e. reviewing body worn camera ("BWC") footage), including detailed reviews of any Early Intervention Reports and implementation of interventions that are deemed necessary.

4. At the Professional Standards Unit, undertake a review of the process for assessing early intervention program alerts to determine whether there is a need for another position to assist the Detective of Analysis and Assessment.

To All Police Services in Ontario:

5. For all services that provide body worn camera equipment to members, ensure or continue to ensure that relevant footage captured on the BWC is reviewed in every case where an officer completes a use of force report or is the subject of an internal or external conduct complaint.

To All Police Services in Ontario that use IAPro/PSIS:

6. Conduct a systemic, evidence-based review of IAPro/Professional Standards Information System (PSIS), used in Early Intervention Reports, to examine:

(i) the appropriate threshold(s) of alerts, both in terms of quantity and type, that will best identify risk;

(ii) whether the time frame for events that trigger an alert should be greater than twelve (12) months in certain circumstances;

(iii) whether best practices require input of use of force reports to PSIS within a fixed period;

(iv) whether additional types of triggering events should be added (e.g., Special Investigations Unit ("SIU") investigations, officer bystander in a Use of Force event);

(v) whether workload indicators (such as work hours and attendance) will assist in identifying risk;

(vi) the need for a process to document the analyst's review and decision (e.g. a record of when the alert was reviewed, by whom, and the results of the review);

(vii) the circumstances where discretion to advance the matter to the divisional level should become mandatory;

(viii) whether in all cases where discretion is exercised not to advance the matter further, an automatic review of that decision ought to be conducted by the analyst's supervisor;

(ix) the implications of using historical alerts and/or previous intervention reports in the exercise of discretion not to advance a further investigation, or when assessing interventions;

(x) how to record the results of the Early Intervention meeting, identify any follow-up steps, and record acknowledgement and alignment from both supervisor and affected officer;

(xi) how to record and track the results from follow-up steps;

(xii) the effectiveness of interventions and in particular the role of a member's supervisor;

(xiii) the required level of staffing to effectively manage the volume of alerts; and,

(xiv) the need for provincial standardization of system settings and processes.

7. With reference to recommendation #6, once the results of the evidence-based review are obtained, seek and receive input from community stakeholders and subject matter experts with respect to the appropriate triggering events and thresholds (type/frequency) before further customizing IAPro and the BlueTeam IAPro system enhancement feature.

To the Ministry of the Solicitor General:

8. With reference to recommendation #6, the Ministry of the Solicitor General will consider issuing grant funding to services seeking to undertake systemic reviews of IAPro/Professional Standards Information Systems (PSIS).

To the Toronto Police Service:

9. Review and consider expanding the role of in-house psychologists in qualitatively assessing threshold events and critical incidents. Where a threshold event leads to an intervention, consider the support a psychologist may provide:

(i) to the subject officer;

(ii) to supervisors in determining the scope of the intervention; and,

(iii) in assisting to identify and address fitness for duty issues, including requiring further psychological assessment, in appropriate cases.

STANDARDIZATION

To the Ontario Police College, and all Police Services in Ontario who provide in-house training:

10. Establish a system of ongoing and improved information sharing between the Ontario Police College ("OPC") and police services in Ontario, regarding changes to be applied to best practices in police training and curriculum to ensure alignment of training expectations.

To the Ministry of Solicitor General, all police service boards in Ontario, all police chiefs in Ontario, the Ontario Association of Chiefs of Police, the Ontario Association of Police Services Boards, the Special Investigations Unit, the Office of the Independent Police Review Director and the Inspector General for Policing:

11. Consider jointly establishing a Centre for Excellence in Policing with a goal of continually improving and standardizing the training given to recruits, as well as the in-service training given to police officers across the province of Ontario and elsewhere in Canada. The Centre for Excellence in Policing should have a community advisory board and consideration should be given as to whether the Centre would be able to achieve a mandate to:

(i) improve policing in Ontario through collaboration and evidence-based research;

(ii) standardize best practices in police training, police leadership, and police governance; and,

(iii) integrate police, academic, and community resources.

To the Province of Ontario, the Coalition for Canadian Police Reform, and the Government of Canada:

12. The Province of Ontario in partnership with the Coalition for Canadian Police Reform and the Government of Canada should explore the development of national certification criteria for Canadian police officers, which may be integrated into existing institutions' curricula, or the establishment of a Canadian College of Professional Policing.

13. If a national certification program is developed for Canadian police officers, the certification program should include in its mission statement an acknowledgement that it was established because of the Jury recommendations at the Coroner's Inquest into the Death of Sammy Yatim.

14. If a Canadian College of Professional Policing is established, the College should acknowledge in its founding letters and mission statement that it was established because of the Jury recommendations at the Coroner's Inquest into the Death of Sammy Yatim.

To all Police Services Boards and all Police Services in Ontario:

15. Engage in public education and community outreach with a view to enhancing community awareness of peer intervention and the duty to report.

To All Police Services in Ontario:

16. Create an annual award modelled on the Toronto Police Services Board's Mental Health Excellence Award to be presented to police officers throughout Ontario who have demonstrated excellence, compassion, and respect in their

interactions with members of their community who experienced mental health crises during the police interaction.

17. In reference to recommendation #16, where appropriate, consider incorporating these positive encounters in scenario-based training during annual recertification.

To the Ministry of the Solicitor General and the New Inspector General of Policing:

18. Institutionalize a system that will continue to align the training provided at the Ontario Police College and the training occurring at the service level for/by coach officers, especially with respect to scenario-based training, de-escalation, anti-bias, and peer intervention.

ESSENTIAL EQUIPMENT

To the Ontario Ministry of the Solicitor General and the Ontario Association of Chiefs of Police:

19. Evaluate and consider mandating body worn cameras for all front-line police officers in Ontario to provide an objective source of information.

To the Ontario Association of Chiefs of Police:

20. Consider formalizing the process of sharing the results of candidate screening for new officers among police services including any reasons why an applicant was not selected.

21. Consider setting standardized guidelines for hiring and recruiting new officers across all of Ontario to ensure recruitment best practices are used across all police services.

To the Toronto Police Services Board and to the Toronto Chief of Police:

22. Consider formalizing the involvement of crisis nurses across the delivery of various training programs including annual recertification.

IMPLEMENTATION

To the Government of Ontario:

23. Enable and assist the Office of the Chief Coroner ("OCC") in making all inquest recommendations and responses publicly available on the OCC website.

24. The Government of Ontario should review recommendations from previous inquests and public reports, including those to specific police services, to determine whether a systemic review should be undertaken. This review should consider whether there should be standardization in respect of specific requirements for police officers and should include community stakeholders. The results of this review should be reported publicly.

To the Government of Ontario:

25. In consultation with the Ministry of the Solicitor General, explore whether the responsibility to deal with Inquest Jury recommendations that are directed to all police services can be assigned to the new Inspectorate of Policing, and if not, then identify the correct body that can:

(i) engage all police services with respect to implementation of recommendations; and,

(ii) compile responses before they are forwarded to the Office of the Chief Coroner.

26. Consider creating a government body that would track, coordinate, and report on the implementation of inquest recommendations. This body may also facilitate communication between affected parties who disagree on interpretation or implementation of an accepted inquest recommendation.

SUPPORT FOR FAMILY MEMBERS

To the Government of Ontario:

27. Create or augment the availability and accessibility of immediate and on-going financial and mental health support for the family members of persons who were killed or seriously injured in an interaction with police.

COMMUNITY ADVISORY PANELS, STRATEGIES, AND CHAMPIONS

To the Ministry of the Solicitor General, all Police Services in Ontario and all Police Services Boards in Ontario:

28. Institutionalize community engagement in the areas of mental health (and related initiatives such as anti-bias, intersectionality, gender diversity, and anti-racism) through the creation of mental health advisory panels modelled on the Mental Health and Addictions Advisory Panel to the Toronto Police Services Board, and such panels should be properly composed to reflect the diversity of the community and to address the intersectionality of biases, mental health, and substance use.

To the Ministry of the Solicitor General, all Police Services in Ontario, and all Police Services Boards in Ontario:

29. Consider developing a rights-respecting mental health strategy for every police service in consultation with representative organizations of persons with relevant lived experience.

To all Police Services in Ontario:

30. Appoint a command level service member or senior member of the organization to be responsible for the police service's mental health portfolio or strategy and, in the selection of that officer, ensure that they are committed to values aligned with community engagement, the engagement of persons with lived experience, and officer wellness.

CRISIS INCIDENT RESPONSE

To all Police Service Boards and all Police Services in Ontario:

31. Support the development, implementation and/or continued operation of community-based and consent-based crisis response services, as an alternative to a police-led response to mental health related calls for service, where a police response is not required.

32. Consider stationing a crisis worker who is employed by community crisis service in Communications for onsite intervention. If crisis workers cannot attend a mental health call (e.g. time or safety), police use the crisis service to advise if possible. Records of calls that do not involve police stay solely with the crisis service.

To the Ministry of the Solicitor General:

33. Consider enhancing the Use of Force form to include layers or stages of de-escalation to provide clarity on the steps taken.

WELLNESS AND OFFICER SUPPORTS TO ENHANCE GOOD DECISION-MAKING

To the Ministry of the Solicitor General, all Police Services Boards in Ontario, and all Police Services in Ontario:

34. Adopt or implement, and continue to develop, front-line wellness and peer support/mentorship programs, including training to increase the number of officers who participate in offering these supports to their colleagues.

To the Toronto Police Service:

35. Consider regular reviews of the volume and nature of calls for service in each division to determine the need in each division for wellness support and whether existing supports adequately meet each division's needs. Consider increasing or instituting regular officer wellness checks in divisions that may require it.

FUNDING

To the Toronto Police Service, Toronto Police Services Board, and the City of Toronto:

36. In considering the recommendations from this jury directed to the Toronto Police Service and Toronto Police Services Board, ensure that adequate funding is provided or existing funding is re-distributed for their effective implementation.

To all Police Services, Police Service Board in Ontario, and their Respective Municipalities:

37. In considering recommendations from this jury directed to police services and police services boards, ensure adequate funding is provided or existing funding is re-distributed for their effective implementation.

To the Province of Ontario:

38. Consider all the recommendations by this jury in identifying provincial community safety priorities and consider the establishment of provincial community safety grant programs to support any provincial priorities identified from these recommendations.

39. Consider designating the following as provincial community safety priorities and providing grant funding for those priorities:

(i) the development, implementation, and maintenance of evidence-based tools for evaluating the effectiveness of police training programs; and,

(ii) the development, implementation, and maintenance of effective early intervention programs.

To the Federal Government of Canada:

40. In considering the recommendations from this jury directed to the Government of Canada, ensure adequate funding is provided for their effective implementation.

APOLOGIES

To All Police Services in Ontario, All Police Services Boards:

41. In consultation with relevant stakeholders, consider an approach to apologies, expressions of regret and recognition of loss following a critical incident, being mindful of legal and other considerations involved.

POLICE TRAINING & RECRUITMENT

To the Toronto Police Service:

42. Support individualized monitoring based on the specific needs and performance of the new recruits during their onboarding and probationary period to identify any areas of risk that should be assessed.

To the Ontario Police College ("OPC") and All Police Services in Ontario who offer training:

43. Continue to prioritize the non-application of force in all de-escalation training with an emphasis on calming the person in

crisis and avoiding any use of force, whether demonstrated or used, whenever possible.

To All Police Services in Ontario:

44. Make trauma-informed de-escalation and peer intervention training a mandatory component of annual requalification training for officers and commit to ongoing development and enhancement of this training. Ensure that the training continues to emphasize the importance of trauma-informed and anti-biased communication, and that officers are responsible for their own actions and have a positive duty to intervene.

To All Police Services in Ontario:

45. Consider implementing standardized evidence-based training on critical decision-making and trauma-informed de-escalation, to be delivered every twelve (12) months, in addition to annual recertification requirements.

46. Consider increasing annual use of force training to sixteen (16) hours, with a focus on critical decision-making practice and assessment (scenario-based stress modulation training).

47. Mandate a 'Train the Trainers' program for use of force instructors and require recertification and quality assessment no less than once every 3 years.

To the Ontario Police College and all Police Services in Ontario:

48. Consider the use of heart rate trackers (e.g. wearable fitness tracker) to aid when teaching existing courses related to breathing techniques to bring down heart rate and manage high-stress encounters. The heart rate data should be for the officer's personal use and not collected in any way to ensure confidentiality.

49. To better evaluate the degree of training effectiveness in individual cases, replace pass/fail grading systems with a graduated marking system where appropriate.

50. With the application of graduated marking systems that track skill level, consider making individual evaluations accessible to current and future supervisors.

To the Ministry of the Solicitor General:

51. Review and consider whether the basic constable training offered at the Ontario Police College should be extended beyond the current 13 weeks.

To the Ontario Police College and all other Police Services in Ontario that offer in-house training:

52. Require and institutionalize the participation and feedback from persons with relevant lived experience in the design and evaluation of all use of force, de-escalation, anti bias, and peer intervention training provided to recruits and police officers.

53. Continue to conduct annual reviews of the training curriculum to ensure it remains in alignment with the needs of the community. This should include community engagement through feedback from the community to assess the impact of the training.

54. Explore in consultation with community stakeholders, ways to incorporate skilled community members with relevant lived experience in the delivery and debriefing of scenario-based training covering use of force, de-escalation, peer intervention, and anti-bias.

To the Ontario Police College and all other Police Services in Ontario that offer in-house training:

55. Continue efforts to make scenario-based training as realistic as possible by relying primarily on real-life scenario training (e.g. using scenarios from police related Coroner's Inquests). Such training should, where possible, employ professional actors and, where not possible, persons unknown to the trained police officers.

56. Consider the expanded use of multiple officer scenario training (involving 3 or more officers) that involve staggered officer arrival on scene and emphasize incident command, role assignment, and communication between officers.

57. Consider including radio use and the ongoing or continued receipt and transmission of information via radio in scenario training.

To the Ontario Police College and all other Police Services in Ontario that offer in-house training:

58. Incorporate or continue to incorporate evidence based self-regulation techniques and situational awareness into the training of all police recruits and police officers and embed the application of those techniques in all use of force, de-escalation, and peer intervention scenario-based training.

To the Ministry of the Solicitor General:

59. Examine and consider mandating mental health first aid as required training for police officers.

60. Continue to provide evidence-based anti-bias training to police recruits and police officers, including training on intersectionality and its effects, particularly on potentially exaggerated perceptions of risk. Continue to emphasize training on implicit biases, and critical self-reflection of individual biases, and include training to assist officers to learn the skill of impartial speech and questioning when interacting with members of the public.

To the Ontario Police College, the Ministry of the Solicitor General and all Police Services in Ontario:

61. Continue to emphasize a community-based approach to policing and ensure an ongoing emphasis on community

policing in both culture and training, and that this emphasis is reflected in the policies and procedures of each police service. Recognizing that policing is a public service, review the value of a paramilitary structure to determine which, if any, aspects of this structure continue to serve a core purpose of policing. Continue to ensure that officers are aware of the crucial importance of individual responsibility for ethical decision-making and the need to hold each other responsible for their conduct.

To all Police Services in Ontario:

62. Continue the use of psychological testing at the recruit selection stage, with particular emphasis on identifying candidates who demonstrate strong critical decision-making skills, emotional competencies, and traits such as compassion, empathy, and ability to relate. Conduct ongoing research into the quality and types of tests used in recruit screening, as well as their effectiveness in detecting personality traits that are both compatible and incompatible with policing.

TRAINING EVALUATION

To All Police Services Boards of Services that Provide In-house training:

63. Institutionalize evidence-based evaluation of the effectiveness of training programs by incorporating its requirement into policy and by making it a specific budget line item.

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