

FINAL REPORT: IIU concludes investigation into allegation of inappropriate conduct by RCMP officer

On December 3, 2017 at 9:10 a.m., the Royal Canadian Mounted Police (RCMP) reported to the Independent Investigation Unit of Manitoba (IIU) that, during the evening and into the early morning hours between November 30 and December 1, 2017, a number of RCMP members had attended a lounge at a local Winnipeg hotel for a social gathering following a conference and training seminar. Over the course of the evening, one of the members, later identified as the subject officer (SO), became extremely intoxicated. During this time, there were several instances where SO grabbed, fondled or had inappropriate contact with other RCMP members. SO was eventually escorted from the lounge. On December 2, the incident was reported to senior management of the RCMP West District.

The Civilian Director designated the intoxicated RCMP member as SO and eight members as witness officers (WO1- 8). All witness officers were interviewed by IIU investigators. A spouse of one of the witness officers declined to speak with IIU investigators but provided a written statement for review.

Under the provisions of *The Police Services Act*, a subject officer is not required to provide a statement or notes regarding an incident. In this case, SO declined to be interviewed but did provide IIU investigators with a written statement.

IIU investigators received and reviewed the RCMP file. IIU investigators also received and reviewed surveillance video footage from the hotel that captured the majority of time that SO and various RCMP members had been in the lounge.

For the sake of brevity and to avoid undue repetition, summaries of only the most significant and revealing statements by witnesses are referenced in this report.

Information from the interviews with all witness officers were consistent:

- The RCMP members were in Winnipeg to attend a training conference and meetings;
- At approximately 10:00 p.m. on November 30, a number of RCMP members and spouses met at a lounge at the hotel for a social gathering;
- SO was also present and was observed to consume a beer, some mixed drinks and at least one glass of red wine;
- Most of the members present were acquainted with SO;
- As the evening wore on, SO was observed to become increasingly and visibly intoxicated, although no one witnessed excessive consumption of alcohol;
- Virtually all witnesses commented on their concerns for the well-being and health of SO as the evening progressed;

- Four of the witnesses reported they were groped or touched by SO. Though each of these witnesses expressed initial surprise at the gropings and touchings, none felt victimized and, in fact, were focussed on getting assistance for the SO;
- SO had no recollection of the events or conduct at the lounge but was shocked and horrified when learning of the allegations.

Pursuant to section 33.1 of the *Criminal Code of Canada*, self-induced intoxication that renders the person unaware of, or incapable of consciously controlling, their behaviour, voluntarily or involuntarily interferes or threatens to interfere with the bodily integrity of another person, is not a defence to any offence that arises.

Following review of the completed IIU investigation file, this matter was referred to Manitoba Prosecution Service to seek an opinion on whether any *Criminal Code* charges should be laid.

Senior crown counsel reviewed and analysed the file and advised IIU that this matter did not meet the charging standard of Manitoba Prosecution Service and there was no public interest in proceeding with criminal charges. Therefore, no criminal charges will be authorized against SO.

The IIU investigation is now complete and this file is closed.

Final report prepared by:

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