

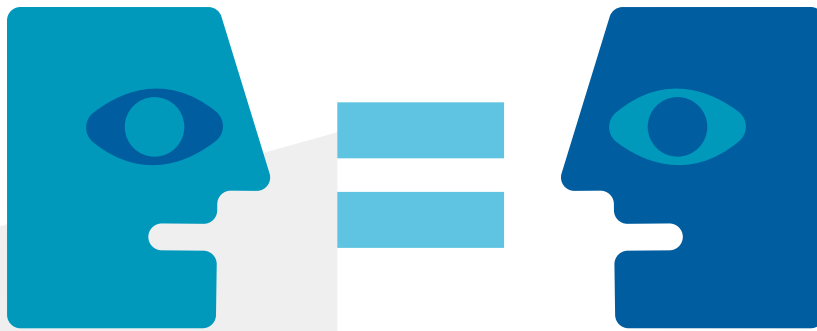
# CONCILIATION



**4 out of 5  
admissible  
complaints**  
are referred to  
conciliation\*.

## The police ethics conciliation meeting

Your police ethics complaint has completed the preliminary analysis stage. This means that your complaint is admissible and the elements you mentioned were deemed enough to hold a conciliation meeting. With some exceptions, this measure is mandatory.



### Why conciliation?

It provides an opportunity for open and respectful discussions concerning the events that are the subject of your complaint.

With the assistance of a conciliator from our organization, this meeting is intended to achieve the following objectives:

- Allowing you to express yourself freely and to hear the other side's point of view;
- Reviewing the facts and perceptions of each of the parties;
- Restoring the trust relationship between the parties;
- Sometimes, improving future police-citizen interactions.

### How will it work?

#### BEFORE:

Prior to the conciliation meeting, you will have the opportunity **to discuss with your conciliator**. This person can answer all your questions and deal with your concerns.

#### DURING:

You may be accompanied by a person of your choice at the conciliation meeting. The police officers whom your complaint is about will also be accompanied by a person of their choice. **During this meeting, police officers will not wear their uniforms and will be unarmed.**

#### AT ALL TIMES:

The conciliator is present at all times to ensure that **a favourable climate for discussion is maintained.**

The discussions held during conciliation are confidential and cannot be used in court thereafter.

## What happens at the end of the meeting?

The objective of the conciliation meeting is to reach an **agreement between the parties**. If the parties are satisfied with the discussions, they will sign a settlement. This settlement terminates the police ethics process.

If one of the parties decides not to sign a settlement, the conciliator drafts a document summarizing the conciliation process. Based on this, the Commissaire à la déontologie policière will then either decide to:

- End his intervention and close the file;
- Order an investigation into the situation, in cases he considers necessary. In such cases, what has been said during conciliation cannot be used during the investigation.

## Is conciliation mandatory?

**Generally speaking, yes.** The Police Act says so. However, you have the right to provide reasons, in writing, explaining why conciliation is unsuitable in your case.

**We strongly suggest that you discuss with your conciliator before undertaking this procedure.** This person can answer all your questions and deal with your concerns regarding conciliation.

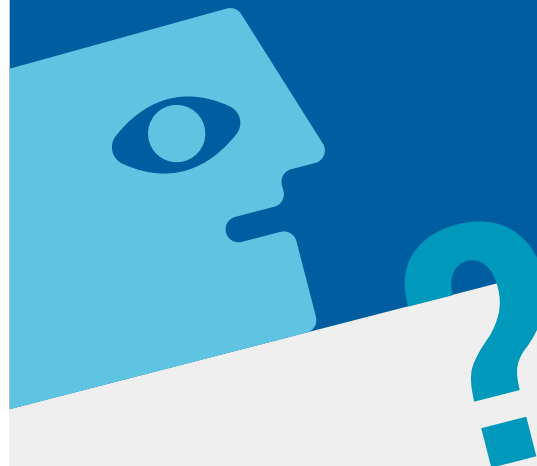
Your request for not participating in conciliation will be submitted to the Commissaire à la déontologie policière who will decide in this regard.

If you decide not to attend the conciliation meeting after your request has been denied, the Commissioner will have no choice but to end the process and close the file.



**4 out of 5**  
**conciliation meetings**  
end with an agreement  
between the parties\*.

\* Files of the Commissaire à la déontologie policière from 2015 to 2020.



## Any questions?

Your conciliator is the best person to give you more information about the police ethics conciliation meeting. The latter's contact information can be found on the conciliation order that you received with this document.

Please do not hesitate to contact him or her.

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**Ensuring professional conduct,  
while respecting everyone's rights**

Commissaire  
à la déontologie  
policière

Québec   