Special Investigations Unit

Annual Report

2025-2026

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A Message from the SIU Director

I am pleased to present the Annual Report of the Special Investigations Unit for 2025/2026.

The SIU is Ontario's civilian oversight agency tasked with investigating the conduct of police officers resulting in death, serious injury, a firearm discharge at a person or a sexual assault allegation. Its mandate is limited to a consideration of criminal liability. Thus, if the investigation gives rise to a reasonable belief that a criminal offence has been committed, the SIU will lay the appropriate criminal charge against the police officer and the matter will proceed through the court system for a final determination of guilt or innocence. Alternatively, where there are no reasonable grounds to believe a criminal offence was committed, the SIU cannot proceed with criminal charges. In this instance, a full report of the investigation is prepared and posted on the SIU's website.

The public should be aware that the criminal threshold is a high one. Accordingly, even in cases where police officers have made mistakes or possibly even committed professional misconduct, no charges are laid unless the conduct in question reaches the level of a possible crime. This does not mean a lack of accountability for officers, as there are other agencies in Ontario entrusted with investigating lesser forms of substandard behaviour, such as the Law Enforcement Complaints Agency (LECA). In fact, under the terms of the SIU's governing legislation – the *Special Investigations Unit Act, 2019* – the SIU is mandated to refer these cases to LECA for their review.

Staff at all levels of the SIU performed admirably over the year in the face of unrelenting caseload pressures and an expanded SIU mandate, which now includes jurisdiction over the Nishnawbe Aski Police Service. Because of their dedicated efforts, the SIU closed the year with significant improvements in key performance measures, including the average length of its cases and the percentage of cases closed within 120 days. The latter figure came in at 94%, up from 87% the year prior.

I hope the reader will agree with me, upon a review of this report, that the SIU has had a productive and fruitful year serving the citizens of Ontario. Despite budgetary pressures, the unit has found ways to invest in its people and programs to ensure that its investigations of police conduct in serious cases are conducted with the highest professionalism. I thank each and every member of the SIU for their deep commitment to the work of the office.

Sincerely,



Joseph Martino, Director

Land Acknowledgement

We acknowledge that the Special Investigations Unit is headquartered in Mississauga situated on the lands of Treaty 13 and the Territory of the Mississauga's of the Credit. This land is shared by many Indigenous peoples and diverse cultures. We honour and respect the original stewards of this territory and their connection to the land and waters.

We recognize the importance of meaningful relationships with the Indigenous peoples across Turtle Island, incorporating their perspectives into our practices, and valuing their contributions to our collective wellbeing on mother earth.

In our commitment to civilian oversight and justice, we pledge to approach our work with humility and respect for the diverse cultures and traditions of the First Nations, Inuit, and Métis peoples, ensuring their voices are heard and valued throughout our processes.

Terminology

Director

The SIU is led by a Director who cannot ever have served as a police official. The Director oversees all SIU operations. They can be appointed to serve a maximum of two five-year terms by Order in Council.

Subject Official

A subject official is an official whose conduct, in the Director's opinion, may have resulted in the death, serious injury, firearm discharge or alleged sexual assault under investigation.

Subject officials are invited, but cannot be compelled, to present themselves for an interview with the SIU, nor do they have to submit their notes to the SIU. Once they become the focus of an investigation and, therefore, under criminal jeopardy, the subject official is granted the same rights as any citizen under the *Charter of Rights and Freedoms* to protections against self-incrimination.

Witness Official

A witness official is an official who, in the opinion of the SIU Director, is involved in the incident under investigation but is not a subject official. Witness Officials have a duty under the *Special Investigations Unit Act, 2019*, to submit to interviews with SIU investigators at the earliest opportunity. The SIU is also entitled to a copy of their notes.

Affected Person

An affected person is the individual who died, suffered serious injury, is the subject of a reported sexual assault or was fired at in an incident involving police. Affected Persons and/or their families are provided support and updates by the SIU.

Director's Report

In cases where the Director finds no evidence to proceed with criminal charges against the police official(s) involved, a Director's Report is published on the SIU website. The Director's Report provides a summary of the investigation, the evidence gathered and the findings of fact by the Director that led to the decision.

Memo

In cases found to fall outside the SIU's jurisdiction, such as where the affected person is found at a later point to have not actually suffered a serious injury, the Director terminates

the investigation and issues a memo that outlines the reasons for the decision. Cases can be re-opened if new evidence comes to light.

Serious Injury

A person sustains a serious injury if the injury in question is likely to interfere with the person's health or comfort and is not transient or trifling in nature. A serious injury includes:

- An injury that results in admission to a hospital
- A fracture to the skull, or to a limb, rib, or vertebra
- Burns to a significant proportion of a person's body
- The loss of any portion of a person's body
- A loss of vision or hearing

Investigative Management Reports

Investigative Management Reports (IMRs) are reports prepared to document cases reported to the SIU that do not fall within the SIU's statutory mandate. Unlike cases that are discontinued at a later point because they do not fall within SIU jurisdiction (see "Memo", *supra*), it is clear based on the information initially provided to the SIU at intake or following a preliminary assessment by an SIU Investigative Manager that these matters are not within the mandate.

The SIU: What it Does

The SIU is a civilian law enforcement agency in Ontario that has jurisdiction over municipal, regional, and provincial police officers, special constables employed by the Niagara Parks Commission, peace officers with the Legislative Protective Service and, as of December 2024, officers with the Nishnawbe Aski Police Service.

The SIU is independent of any police service and operates at arm's-length from the Ministry of the Attorney General. The agency investigates incidents involving officials where they are implicated in the following cases:

- The death of a person
- The serious injury of a person
- The discharge of a firearm at a person
- The sexual assault of a person

The SIU conducts investigations to determine whether there are grounds to charge an official in relation to the incident under review. If the SIU Director determines that there are reasonable grounds to believe that an official has committed an offence under the *Criminal Code of Canada*, the SIU Director is compelled to charge the official.

Where the grounds do not exist to lay a charge, the Director will instead issue a public report [the Director's Report] summarizing the investigation and reasons for the decision.

All investigations are conducted by SIU civilian investigators, who are peace officers.

Vision, Mission and Priorities

VISION
To nurture the trust and confidence of all Ontarians in the independent civilian oversight of police across the province.

MISSION
To serve the public by holding Ontario's police accountable through independent and transparent criminal investigations into the most serious police-civilian incidents.

To build a modern workplace that delivers high quality investigations and services for the public and affected persons.

PRIORITIES

Excellence in Investigations | *Ensure high quality investigations*

Priority 1-A | Develop a robust, in-house training program focused on building investigative skills and a culture of teamwork (Complete by year 2)

Priority 1-B | Provide investigative staff with the most up-to-date technology and equipment (with the associated training) to assist in completing high quality investigations (Complete by year 2)

Priority 1-C | Conduct a review to improve investigative processes to be more effective and efficient in achieving the legislated 120-day timeline (Complete by year 2)

Proactive Police Oversight | *Maximize the SIU's ability to be strategic and responsive*

Priority 2-A | Create processes and tools to support the collection, analysis and reporting of race-based data (Complete by year 1)

Priority 2-B | Build a comprehensive data inventory to support identifying and reporting on trends in policing (Complete by year 3)

Priority 2-C | Create processes to continuously support the identification and reporting of best practices on independent civilian oversight within the organization and beyond (Complete by year 3)

Greater Public Transparency | *Ensure the SIU is as open with the public as possible*

Priority 3-A | Create a new communications plan to enhance information flow with the public and other stakeholders throughout the investigative process (Complete by year 3)

Priority 3-B | Establish new and diverse ways to engage the public through a revised outreach program (Complete by year 3)

Priority 3-C | Expand the Director's Resource Committee beyond the Greater Toronto Area to establish meaningful connections with communities that have regionally diverse experiences/perspectives (Complete by year 3)

Priority 3-D | Develop and publicly report on more performance measures to demonstrate commitment to accountability (Complete by year 3)

Modernizing the SIU | *Foster a modern, skilled, diverse, and inclusive workplace*

Priority 4-A | Develop and implement a strategy for recruitment and retention of staff to minimize turnover and contribute to the SIU's stability (Complete by year 3)

Priority 4-B | Develop and implement a new human capital plan to meet future talent management needs (Complete by year 5)

Priority 4-C | Develop and implement a new diversity plan, in conjunction with the human capital plan, that enables the organization to reflect the diversity of Ontarians (Complete by year 5)

Priority 4-D | Provide staff with modern IT infrastructure, technology and tools to support their work (Complete by year 5)

Public Engagement and Outreach

Public engagement and outreach are crucial to strengthening the community's understanding of the SIU's mandate, keeping the SIU in tune with the public's concerns building confidence in independent civilian oversight.

Director's Resource Committee

The Director's Resource Committee (DRC) provides a forum for dialogue, feedback and community-informed learning. The committee brings together community agencies and representatives to discuss shared interests in police oversight. On May 27, 2025, the SIU held its Spring DRC meeting. Discussions focused on the agency's expanded mandate, including the inclusion of the Nishnawbe Aski Police Service (NAPS), as well as an overview of the SIU's history, mandate, structure, and investigative authority.

On October 7, 2025, the SIU held its Fall DRC meeting at SIU Headquarters. Committee members toured the facility, including the Mobile Command Unit (MCU) and the Forensics Identification Lab, and met with representatives from the Legal, Administrative, and Investigative teams, as well as the Affected Persons Program and Indigenous Liaison. By opening its doors and showcasing the breadth of its operations, the SIU deepened transparency and strengthened public understanding of how independent investigations are carried out in practice.

A list of the current DRC members is available here: https://www.siu.on.ca/en/drc.php

Police Association of Ontario

On May 29, 2025, the SIU Director attended the annual Police Association of Ontario (PAO) convention in Ottawa and participated in the Ontario Policing Oversight Panel alongside the Inspector General of Policing of Ontario and the Director of the Law Enforcement Complaints Agency (LECA). The panel was an opportunity to engage directly with policing representatives, clarifying the distinct roles of Ontario's oversight bodies.

Canadian Association of Civilian Oversight of Law Enforcement Conference

From June 2nd to the 4th, 2025, the SIU Director attended the annual Canadian Association of Civilian Oversight of Law Enforcement (CACOLE) conference in Fredericton, New Brunswick. CACOLE is a non-profit organization of individuals and agencies involved in the oversight of police officers in Canada. The SIU Director participated in a panel on evidence-based policing and policing oversight, contributing Ontario's perspective to national discussions on strengthening accountability.

University of Toronto – Department of Criminology

On July 2, 2025, at the invitation of the University of Toronto's Criminology Department, the Director attended the *Knowledge Transfer Symposium* and participated in discussions on the implications of video evidence for the independent investigation of police use of force.

Global Television Network – Crime Beat

On July 24, 2025, the SIU Director was interviewed as part of Global Television Network's *Crime Beat* series and featured in Season 7, Episode 2 *A Knock at the Door*. The Director answered questions about the agency's role in a 2022 death investigation in York Region.

CHIN Radio TV Multicultural Broadcast Company

The SIU continued to improve accessibility and the reach of its public education efforts through multilingual media engagement. Over the last year, the SIU Director appeared on CHIN Radio programs in Portuguese, Bengali and Hindi.

Topics discussed included an overview of the agency's mandate, how cases are investigated, and the importance of different forms of evidence in establishing an accurate account of police-citizen interactions. The programs aired to over 835,000 viewers.

Annual OPP-SIU Liaison Session

On September 4, 2025, the SIU Director was invited to the Ontario Provincial Police (OPP) headquarters in Orillia to speak to the OPP's SIU-Liaison Officers about their shared responsibilities under the *Special Investigations Unit Act, 2019*.

Ombudsman Ontario

On September 9, 2025, the SIU was invited to Ombudsman Ontario headquarters in Toronto to speak at a training event. Engagements with fellow oversight institutions support continuous improvement by creating opportunities to share expertise, strengthen inter-agency relationships and promote a broader culture of accountability and public service.

Annual OPP Association Meeting

On October 21, 2025, the SIU Director attended the annual Ontario Provincial Police Association (OPPA) meeting at the Blue Mountain Village Conference Centre where he updated the audience on the past year of activities.

Annual Civilian Review and Complaints Commission Meeting

On October 22, 2025, the SIU Director attended the annual Civilian Review and Complaints Commission (CRCC) meeting in Ottawa, which brings together the heads of all of Canada's civilian oversight agencies of the police. The forum is a key opportunity every year for agencies to exchange ideas on best practices in the investigation of police complaints and serious incidents involving the police.

Ombudsman Ontario 50th Anniversary

On October 23, 2025, the SIU Director attended Ombudsman Ontario's 50th anniversary event, where he delivered remarks on the history of the Ombudsman and the important work that it does

Association of Black Law Enforcers Gala

On November 1, 2025, the SIU attended the Association of Black Law Enforcers 33rd Annual Scholarship and Awards Gala at the Automotive Building, Exhibition Place. The Association of Black Law Enforcers gives a voice to Black law enforcement personnel across the province and celebrates the contributions of Black communities to policing. Attendance at the event is a staple of the SIU's outreach efforts every year.

Ontario Association of Chiefs of Police Professional Standards Event

On November 25, 2025, the SIU Director attended the Ontario Association of Chiefs of Police (OACP) meeting in Niagara Falls. Alongside representatives from other oversight agencies, the Director delivered remarks about the relationship between the agencies under the still relatively new *Community Safety and Policing Act, 2019* (CSPA).

Ontario Federation of Indigenous Friendship Centres

On January 15, 2026, the SIU's First Nations, Inuit and Métis Liaison Program (FNIMLP) hosted a virtual tour presentation, *Understanding the SIU,* for members of the Ontario Federation of Indigenous Friendship Centres. Staff provided an overview of the agency's history, the process from notification to dispatch, and investigative procedures under the *Special Investigations Unit Act, 2019*. Cases from across the province were highlighted to provide regionally relevant examples and insight into the SIU's work.

Humber Polytechnic Lakeshore Campus Justice Career Fair

On January 26, 2026, the SIU attended Humber Polytechnic's Lakeshore Campus Careers in Justice Fair, hosted by the Work-Integrated Learning Centre for the Faculty of Social and Community Services. Attendees included students from Police Foundations, Protection

Security and Investigation, Criminal Justice and Community & Justice Services programs. Participation in post-secondary career fairs helps expand awareness of the SIU among students pursuing careers in justice and public safety, while supporting the agency's broader outreach objective of building informed community connections across Ontario.

Overall Outreach Program Statistics

While the total number of events in 2025/26 decreased, estimated reach increased significantly. This growth was driven by a deliberate shift towards higher-impact opportunities, including multilingual radio programming, major community events and expanded career fair participation.

Outreach Event Categories	2024/25		2025/26	
	Events	Attendees	Events	Attendees
Career Fair	1	300	3	1,300
Community Event	3	457	3	50,014
Emergency & Forensic Services	15	776	6	279
Government/Agency	-	-	3	187
Indigenous Agency / Event	4	2,485	2	29
Student Presentation	21	1,046	5	253
Radio/Media	-	-	3	835,000
Victim and Social Services	13	146	-	-
Total	**57**	**5,210**	**25**	**887,062**

Investing in Youth and Planning for the Future

Investing in youth helps strengthen the future of public service, accountability and civilian oversight.

Student Programs

The SIU continued to offer a range of cooperative education and student placement opportunities throughout the year, providing youth with practical experience in their chosen fields of study. Some examples of skills and experiences gained by students included:

- Supporting SIU Town Hall preparations by organizing presentation materials and assisting with communications and live event execution
- Providing administrative support for training programs by coordinating schedules, preparing materials, tracking attendance, and assisting with communications
- Conducting research and analyzing data from case files and summarizing findings

In 2025/26, the SIU welcomed two students from the Summer Employment Opportunity (SEO) Program.

SIU Summer Student Testimonial

"My time at the SIU was an amazing experience that helped me to grow both personally and professionally. I was given a variety of engaging responsibilities, including proofreading Investigation File Reports and Director's Reports, coordinating French translations of reports, updating case lists, and sending out letters. These tasks were very interesting to me as I got to see firsthand how the investigative process works and the level of care, professionalism, and responsibility that goes into handling cases from start to finish. I was able to meet and work with many amazing people who always took the time to talk with me about their roles at the SIU and what they do. This was both very helpful and informative, as it gave me insight into potential career directions and helped me better understand my interests. It was also very clear that people really cared about my experience and goals and wanted me to succeed. It was my first experience in a professional workspace, where I learned and developed many valuable skills, such as greater attention to detail and stronger analytical skills, which helped me a lot during the following school year. My experience at the SIU was filled with so many positive takeaways, and I continue to value the time I spent as a summer student." ***– Emma***

Take Our Kids to Work Day

On November 5, 2025, the SIU hosted its annual *Take Our Kids to Work Day*, welcoming 22 students from Kipling Collegiate Institute and other schools from Peel Region to its offices.

The program featured interactive learning about the SIU's mandate, facility tours and discussions with staff from a variety of roles. Peel Regional Police also attended the event, speaking with students about careers in law enforcement and assisting with a mock investigation scene.

Communications

Communication with the Public and Media

Providing accurate and timely information on its cases to the public is of crucial importance. The agency's media relations team, based at its headquarters in Mississauga, is comprised of Communications Coordinators who work on a rotating basis to respond to media inquiries 24/7.

Between April 1, 2025, and March 31, 2026, the SIU received more than 1,186 public inquiries through email, phone and text. This level of activity reflects the ongoing public and media interest in the agency's work, as well as the importance of maintaining a communications model that is responsive, reliable and available at all times.

In cases that attract significant public attention, a SIU spokesperson will, where feasible, attend the scene to provide updates directly to media. In 2025/26, a spokesperson attended 14 scenes in person. For incidents occurring farther from headquarters, the SIU also uses phone, email, or virtual platforms such as FaceTime or Zoom to provide updates.

- Here are some ways the SIU communicates information about its cases: **Status of SIU Cases Chart:** The SIU maintains an online case status chart to keep the public informed about the progress of investigations. The chart allows users to search cases by case by number, police service, year, status and case type (available at: https://www.siu.on.ca/en/case_status.php).

- **Breakdown of Occurrences:** The SIU publishes a breakdown of its caseload by type of occurrence, helping the public better understand the nature and volume of matters reported to the agency (available at: https://siu.on.ca/en/report_occurrences.php).

- **Director's Reports:** At the conclusion of a SIU investigation, if the Director determines there are no reasonable grounds to lay criminal charges, a Director's Report is prepared and published on the SIU's website.

- **Social media:** The SIU posts news releases on its X account (available at: https://x.com/SIUOntario).

- **News Release Subscription Service:** Members of the public can subscribe on the SIU website to receive email notifications when news releases are issued, providing another accessible way to stay informed about the agency's work (available at: https://www.siu.on.ca/en/news_subscription.php).

Members of the media can contact the SIU's media relations team at siu.media@ontario.ca.

SIU's X Account

Over the last fiscal year, the SIU's X account amassed more than 26,200 followers. During that time, the agency's posts generated more than 554,000 impressions and achieved an average engagement rate of 8.5%.

Balancing Transparency with the Investigation

The tension between the need for an agency such as the SIU to share information with the public and the obligation to keep certain information confidential because of legal and policy restrictions presents a constant challenge. This requires a balancing act, as the needs and sensitivities of the media, affected persons, next of kin, the community, law enforcement and the SIU must all be considered within a legislative framework. It is imperative to ensure that the information released is fair, does not prejudice the investigation and does not violate the privacy rights of those involved.

As part of its commitment to transparency and accountability, the SIU regularly issues news releases. These are typically published when an investigation is launched, during key developments, and at the conclusion of a case—whether it results in a criminal charge, a Director's Report (no charge), or a closure by memo.

News Releases

In 2025/26, the SIU issued an average of 21 news releases per month, for a total of 255 news releases prepared and published in both English and French.

The agency's news releases included:

- **119 Director's Reports news releases**, issued when an investigation concluded without criminal charges.
- **43 case closed by memorandum news releases**, issued in cases found to fall outside the SIU's jurisdiction, for example, when the affected person did not suffer a serious injury, the Director will terminate the investigation and issue a memo that outlines the reasons for the decision. When this occurs, the Director does not render a decision as to whether a criminal charge is warranted in the case or not. These matters may be referred to other law enforcement agencies for investigation. A news release is issued in every case closed by memo.
- **7 case update news releases**, issued during ongoing investigations to communicate developments where appropriate.
- **77 initial news releases**, issued at the outset of investigations involving a death, firearm discharge at a person, major collision or other high-profile matter.

- **3 charge laid news releases**, issued when the Director determined there were reasonable grounds to lay criminal charges against a police official. These releases also include the official's name, charge(s) and court date.
- **7 other news releases**.

Public Inquiries and Website Contact

In addition to media inquiries, the SIU received more than 1,300 messages through its website contact form and general inbox. These included witness submissions, audio and/or video evidence, general public inquiries, outreach requests, legal correspondence, public feedback, injury notifications, career inquiries and student placement requests.

Continuous Improvements

In 2025/26, the SIU continued to strengthen its internal operations through initiatives designed to improve efficiency, consistency and organizational effectiveness. Efforts throughout the year focused on streamlining workflows, minimizing duplication, integrating modern digital solutions and identifying opportunities to automate routine tasks in order to make better use of staff time and maximize productivity. These improvements were supported by ongoing investments in learning and development, helping ensure staff remain well equipped to adapt to evolving operational demands

SIU Onboarding and Orientation Program

The SIU revamped its onboarding training program to ensure that new investigators are best positioned to start their SIU careers.

The revised program is more comprehensive and thematically organized, with clearly articulated modules and course descriptions covering the competencies expected of a civilian oversight investigator including law, investigative best practices and ethics. A knowledge check was also introduced at the conclusion of the training to assess learning and reinforce understanding.

Operational Policy Updates

The SIU updated its operational policies to provide clearer guidance on all aspects of the work that it does.

Modernizing Technology

The SIU continued to advance its technology modernization priorities by improving the tools available to investigators and staff. The agency's digital evidence management system (DEMs) was enhanced through the addition of a mobile application, the Axon App, which allows investigators to securely view, manage and upload digital evidence while in the field.

Given the volume of digital evidence received and reviewed by the SIU, this enhancement supports more timely access to records and contributes to more efficient investigative processes.

Efficient Workforce Planning and Development

The SIU also began exploring its workforce model as part of its long-term effort to stabilize staffing levels and support the efficient deployment of resources. Preliminary work included a jurisdictional review and analysis of different staffing approaches. This work led to internal approval of a pilot project to create two part-time investigator positions with fixed hours.

Training

The SIU is committed to ongoing staff learning and professional development. In 2025/26, the agency delivered and supported training that enhanced investigative, forensic, legal, administrative and service-delivery competencies across the organization.

Investigations: Criminal, Forensic Identification, and Mental Health

In 2025/26, SIU staff, including investigators, forensics investigators, and affected persons coordinators, completed a range of external training through organizations such as the Ontario Police College, the Canadian Police Knowledge Network, and the Canadian Association of Technical Accident Investigators and Reconstructionist. These courses supported the continued development of core investigative skills and technical expertise in areas such as court testimony, criminal investigation, forensic identification, search warrants, collision reconstruction and specialized casework.

In addition to formal courses, SIU staff participated in a broad range of internal and specialized sessions designed to improve investigative quality, strengthen legal and forensic knowledge, and support sound operational judgement. These included training on forensic practices, canine operations, de-escalation and situational awareness, investigative issues, judicial authorization and report writing.

Legal, Accessibility and Service Excellence

Training delivered in 2025/26 included French Language Services and OPS-wide modules related to accessibility, customer service and broader public service obligations.

Technology and Modern Investigative Tools

In 2025/26, forensic managers provided instruction to Forensic Identification Investigators on the Leica RTC360 scanner, focusing on the processing and analysis of 3D scene data to support evidence documentation, digital reconstruction, courtroom presentation and investigative review.

Diversity, Equity & Inclusion at the SIU

Diversity, equity and inclusion are core to the business of the SIU and embedded within all programs and initiatives. A SIU that reflects the communities it serves, values fairness within its walls and in the delivery of its services to the public, and gives everyone a voice at the table, is a better SIU.

Diversifying Staff Complement

The SIU continued its efforts to create a diverse workforce through recruitment strategies that targeted the span of Ontario's multicultural communities. These initiatives included the use of the Association of Black Law Enforcers and the SIU's Director's Resource Committee to reach out to qualified candidates through their networks and spheres of influence. A continuous job posting, published on the SIU's website, was also implemented with the aim of attracting competent candidates to SIU jobs outside of specific job competitions.

The Diversity, Equity, Inclusion and Employee Experience Committee

The Diversity, Equity, Inclusion and Employee Experience (DEIEE) Committee was created in 2021 to formalize the SIU's approach to matters of anti-racism, diversity, equity and inclusion. The committee provides a forum for the development of initiatives and strategies at the SIU to promote diversity, equity and inclusion, and a better work environment for its staff. It also spearheads the delivery of training in these areas to SIU staff.

In June 2025, in recognition of Indigenous culture and history, the committee organized facilitated discussions around four different documentaries:

- *'Cottagers & Indians' Fight Over Wild Rice and Water Rights (2020)*
- *Canadian Mounties Shot a Bunch of Inuit Sled Dogs (2024)*
- *Metis Residential School Survivors (2021)*
- *Doctrine of Discovery: Stolen Lands, Strong Hearts (2019)*

The committee helped the SIU celebrate Pride Month by coordinating facilitated discussion about the documentary *The Fruit Machine (2018).*

In February 2026, in recognition of Black culture and history, the committee organized facilitated discussions around four episodes from CBC's *Black Life: Untold Stories*:

- *Northern Beats*
- *Migrations*
- *Creation Insists*
- *Claiming Space*

On February 19, 2026, the SIU celebrated Black History Month by hosting Black professionals, including a preeminent Ontario Superior Court of Justice judge and a distinguished Crown Counsel to give SIU staff the opportunity to learn and reflect on Black leadership and lived experience within the justice system.

Staff led and participated in a number of social events to promote and build a supportive organizational culture while celebrating diversity. Employees had the opportunity to engage and interact with each other, building stronger teams and contributing to a more positive work environment.

Working through the auspices of the DEIEE Committee, the SIU introduced Operations Policy 035: *Diversity, Equity, Inclusion and Employment Engagement*, in support of the Ontario Public Service commitment to fostering a more inclusive, respectful and supportive workplace. The policy reflects the agency's ongoing efforts to address barriers affecting employee experience and engagement, while reinforcing a workplace culture grounded in respect, inclusion and belonging

First Nations, Inuit and Métis Liaison Program & SIU Relationship with Indigenous Communities

The First Nations, Inuit and Métis Liaison Program (FNIMLP) was created in early 2006 to recognize and address the unique needs and concerns of Indigenous people and communities as it relates to police oversight. It does so principally by relationship-building between the SIU and Indigenous communities with the aim of facilitating the optimal discharge of SIU investigations involving or impacting Indigenous persons or interests.

FNIMLP duties include:

- Attending culturally appropriate Indigenous training, at least once per year;
- Assisting with the development and implementation of Indigenous training for all SIU staff
- Assisting with the development and delivery of outreach initiatives to Indigenous persons, organizations and communities
- Developing and maintaining positive and professional relationships with leaders and representatives of Indigenous organizations and communities
- Tracking investigative and outreach activities to assist with reporting statistics to Provincial Territorial Organizations (PTOs)

Nishnawbe Aski Police Service Opting-in to SIU Oversight

In December 2024, the Nishnawbe Aski Police Service Board (NAPSB) opted-in to the *Community Safety and Policing Act, 2019* (CSPA), that includes the oversight mechanisms provided by the SIU.

The Nishnawbe Aski Police Service (NAPS) is the largest Indigenous police service in Canada, serving 34 First Nations across Ontario

To support deployments to NAPS-related cases, the SIU maintains pre-packed bags at headquarters stocked with standardized equipment for use in what are sometimes remote fly-in communities, including satellite phones and Starlink devices.

On June 4, 2025, the FNIMLP provided staff with an overview of NAPS, including its jurisdiction across 34 First Nation communities, the operational realities of policing in remote northern areas, and the importance of culturally informed and respectful engagement in First Nations territories. The session highlighted logistical considerations, such as transportation challenges, infrastructure limitations, and the broader historical and community context relevant to SIU investigations.

On July 9, 2025, SIU executive staff, managers, and select administrative personnel attended an Indigenous Summary Meeting to review 2025 progress and strengthen understanding of Ontario First Nations governance and related issues relevant to the SIU's work.

On October 1, 2025, a First Nation Knowledge Keeper provided SIU staff a rich overview of Anishinaabe cultural teachings and governance, as well as the Seven Grandfathers teachings. The Knowledge Keeper outlined the roles and responsibilities of the seven clans, each represented by an animal and tasked with specific duties such as leadership, protection, medicine, and spirituality.

In the 2025/26 fiscal year, there were 29 Indigenous-involved FNIMLP cases, including 12 NAPS cases. Overall, 19 FNIMLP cases were closed, representing a significant portion of the caseload.

Case Closure Statistics	First Nations, Inuit and Metis (FNIM)	NAPS
Total number of cases	29	12
Number of cases closed	19	12
Number of cases closed by memo	7	5
Number of cases closed by DR	12	7
Average number of days to close case	113.6	125.8
Average number of days to close case by memo	102.1	141.4
Average number of days to close case by DR	120.3	114.7
Number of cases closed no later than 120-days	17	10
Percentage of cases closed no later than 120-days	89.5%	83.3%

Affected Persons Program

Overview

The Affected Persons Program (APP) is a vital part of the work of the SIU, offering timely, compassionate and confidential support to individuals affected by incidents under investigation. This includes complainants, their loved ones, civilian witnesses and members of the broader community. The program is committed to addressing the emotional and practical needs of affected persons by providing a wide range of services, including:

- Immediate crisis support to help affected persons cope with trauma and distress in the aftermath of an incident
- Emotional support and active listening in a non-judgmental environment
- Information about the general investigative process to help affected persons understand what to expect
- Guidance and advocacy to help affected persons navigate complex systems, including legal, medical and social services
- Referrals to community resources, such as mental health services, grief counseling, housing support, and legal services
- Assistance with safety planning and other practical needs that may arise following an incident

APP staff are available around the clock to assist affected persons. Support begins right from the start of the investigation and continues throughout the process, and even after it ends, if needed.

Court Support Services

The APP Court Support Services offers direct, personalized assistance to victims in SIU cases and Crown witnesses throughout the criminal court process, a journey that can often feel overwhelming and difficult to navigate. Support may include:

- Preparing victims/witnesses for court appearances, including explaining legal procedures and what to expect
- Accompanying victims/witnesses to court for emotional support
- Providing regular updates on court dates and proceedings
- Helping victims/witnesses understand their rights and roles within the justice system

- Coordinating testimonial aids
- Referring victims/witnesses to other resources, as needed

Additional Program Responsibilities

Beyond direct service delivery, the APP supports organizational accountability by overseeing the collection of race-based data from affected persons and subject officials. This work aligns with SIU commitments and legislative requirements, and supports efforts to identify disparities, improve equity, and guide evidence-based change.

The APP Team

The APP is made up of four Affected Persons Coordinators (APCs) assigned to regional portfolios across Ontario: Central/GTA, West, North, and East. This regional model allows for timely, locally informed, and tailored support.

Professional development remains a priority with the team. Over the year, APP staff participated in individual and team-based training to strengthen skills, cultural competency, and trauma-informed practice, completing a total of 362 hours of training.

Shifting Culture and Strengthening Organizational Commitment

This year saw a notable increase in investigator-initiated referrals to the APP, rising from 217 to 321. This reflects not only greater awareness of the APP, but also a stronger organizational commitment to supporting affected persons. The increase suggests that care for affected persons is increasingly understood as a shared responsibility across the SIU and reflects a broader culture of compassion, professionalism, and trauma-informed public service.

Partnerships and Outreach

Strong partnerships with community and government organizations remain central to the APP's effectiveness. Throughout the year, the program worked closely with victim service providers and justice system partners across Ontario to support coordinated, consistent, and responsive service delivery. Formal partnerships, including Memoranda of Understanding, strengthened collaboration through training, communication, and clear referral pathways.

Because the SIU's mandate is unique and often unfamiliar, outreach remains especially important. Through consultation and information-sharing, the APP helps partners better understand the SIU's role and the needs of affected persons. The program also engaged with oversight bodies, justice partners, and community organizations beyond Ontario to share expertise and best practices, reflecting its leadership role within a broader network of support services.

Program Activity and Service Delivery

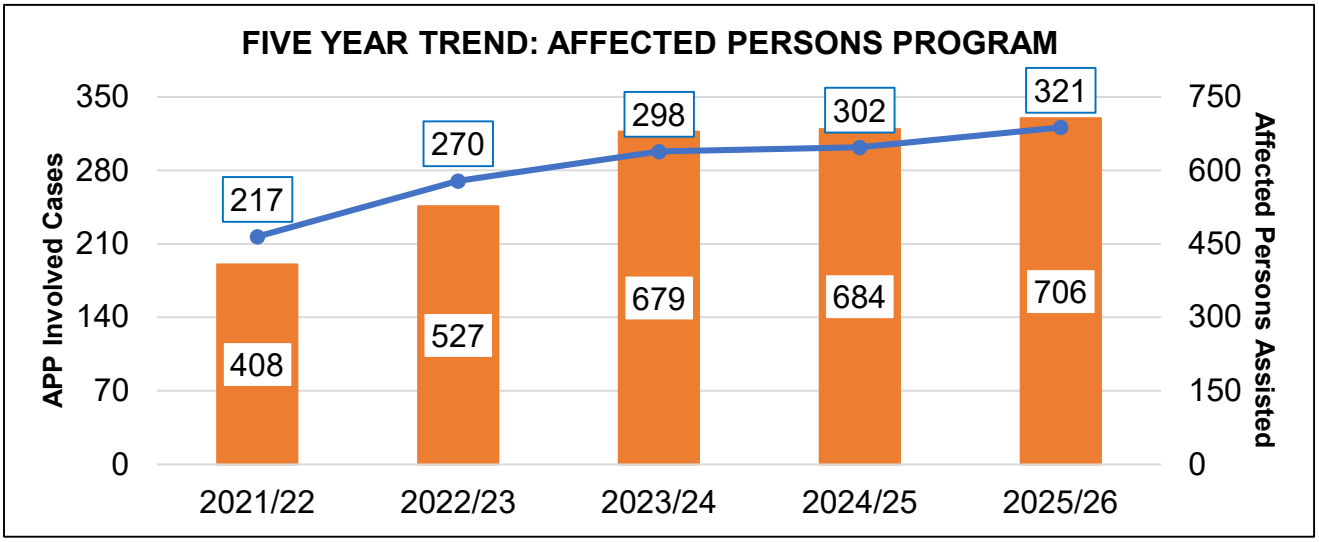
The APP continued to experience strong service demand during the reporting year, supporting affected persons across investigations, court matters, and coroners inquests. Assistance was consistently offered in all cases where criminal charges were laid and was tailored to each person's needs and circumstances. Program activity often spans multiple reporting periods, as referrals may be received after an incident occurs and support may continue well beyond the start of an investigation. Many matters also involve support for more than one affected person.

APP staff provided a broad range of assistance during the year, including 47 next-of-kin death notifications, 103 on-scene supports to affected persons and civilian witnesses, and in-person assistance to 73 individuals before, during, or immediately after interviews.

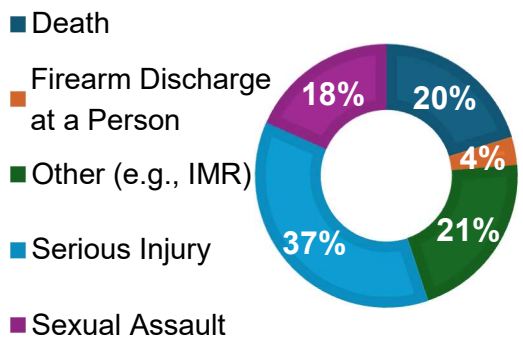
Statistics

In 2025–2026, the APP was involved in 321 cases, including 16 requiring court support services. This represents an approximately 252% increase in annual case involvement since the program began in 2019 and an approximately 6% increase over the previous fiscal year. During the same period, the program supported 706 affected persons, an approximately 478% increase since inception and 3% increase from the prior year.

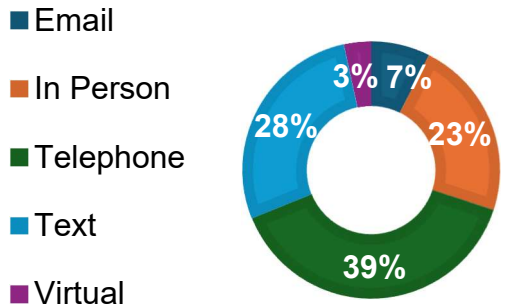
The APP supported six affected persons through the coroner's inquest process and ensured that victims in SIU matters were offered court support in 100% of cases where criminal charges were laid against a police official. These figures reflect the program's continued growth, responsiveness, and commitment to comprehensive support at every stage of the justice process.



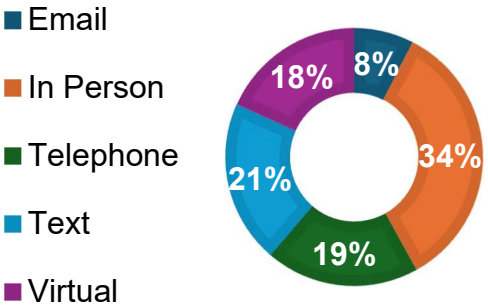
APP INVOLVEMENT BY INCIDENT



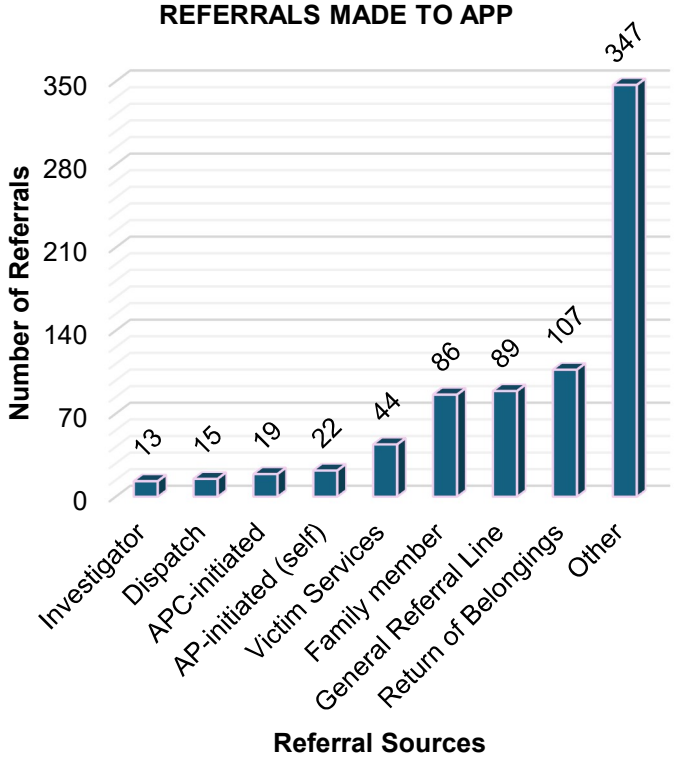
GENERAL SUPPORT



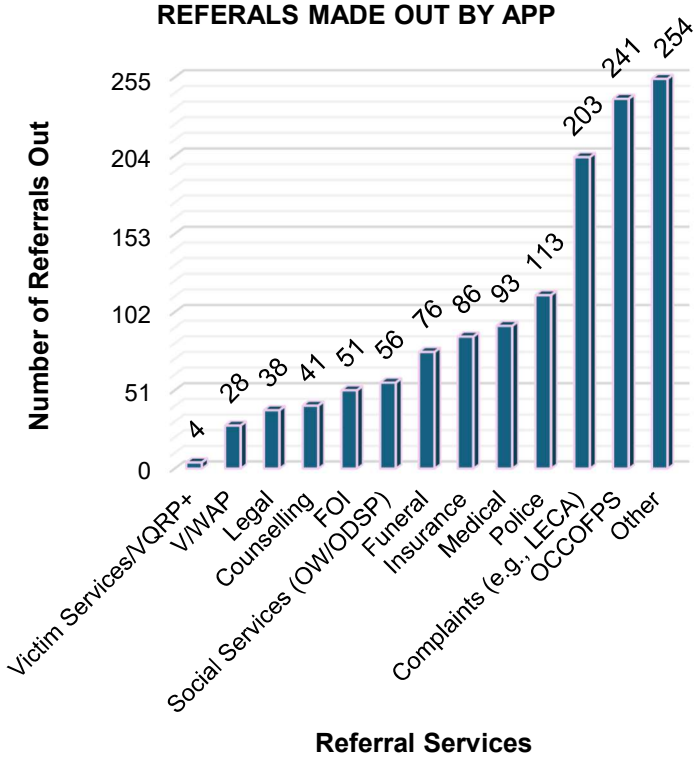
COURT SUPPORT



REFERRALS MADE TO APP



REFERALS MADE OUT BY APP



Investigations

The SIU invokes its mandate when notified of an incident that falls within its jurisdiction. Investigations begin at the time of notification and entail several actions, including:

- Quick response to an incident
- Examining and securing all physical evidence
- Seeking and interviewing witnesses
- Consulting with the coroner, when required
- Completing Investigative File Reports for Director's review and decision
- Forensic scene examination and testing

Forensic Capacity and Investigative Quality

Forensic Identification remains central to the SIU's investigative work. The agency's two Forensics Teams, each with six Forensic Identification Investigators, are often the first to respond to serious incidents and play a critical role in supporting thorough, high quality investigations. Their work includes scene photography, evidence collection, scene measurement and the recovery of materials such as blood samples, firearms, projectiles and cartridge cases.

The Forensic Teams are involved in all death cases, firearm injuries and discharge at a person, vehicle-related injuries, and other incidents based on circumstances.

To maintain independence and high standards in forensic sciences, the SIU continued to invest in its forensic laboratory and related equipment, with a focus on ensuring the reliability, validity and impartiality of evidence used in investigations.

Caseload

In 2025/26, the SIU received 566 cases, representing an increase of approximately 5% over the previous year. Of these, 348 resulted in investigations, while 218 were resolved through Investigative Manager Reports (IMRs).

Types of Occurrences	2021/22	2022/23	2023/24	2024/25	2025/26
Firearm Injuries	12	7	14	9	9
Firearm Deaths	11	11	10	9	19
Firearm Discharge at Person	34	25	29	15	16
Custody Injuries	209	168	214	216	198
Custody Deaths	29	18	23	24	15
Vehicle Injuries	46	39	47	42	32
Vehicle Deaths	8	4	10	5	3
Sexual Assault Complaints	73	54	53	39	49
Other Deaths	6	8	5	4	6
Other Injuries	2	1	0	0	1
IMRs	146	100	146	178	218
Total (including IMRs)	576	435	551	541	566
Total (excluding IMRs)	430	335	405	363	348

Case Closures

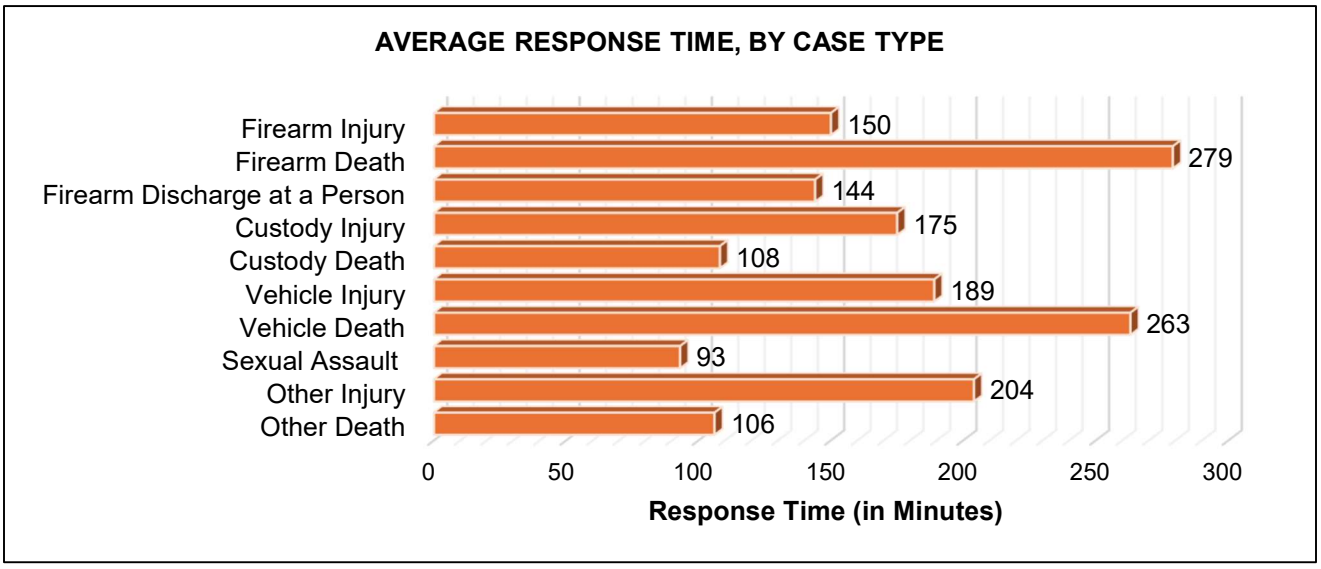
Case Closures	2024/25	2025/26
Number of cases closed	365	261
Number of cases closed by memo	73 (20.0%)	60 (23.0%)
Number of cases closed by Director's Report	275 (75.3%)	201 (77.0%)
Average number of days to close all cases	134.6	111.2
Average number of days to close a memo case	104.1	80.2
Average number of days to close a Director's Report case	131.6	119.1
Number of cases closed in 120 days or less	316	247
Percentage of cases closed in 120 days or less	86.6%	94.6%

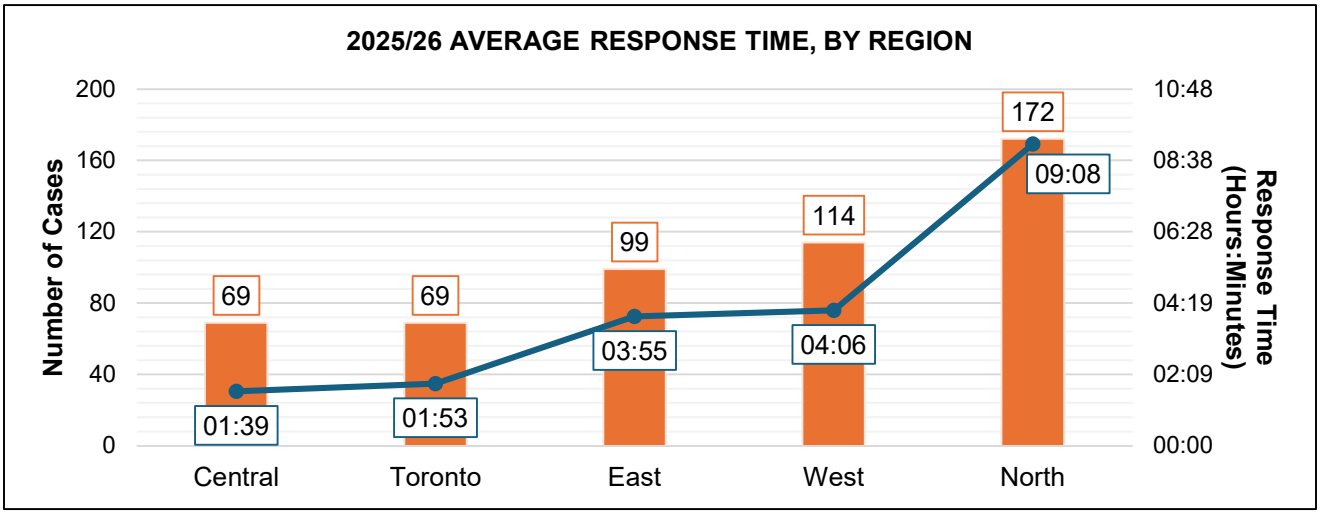
Charge Cases

In 2025/26, the SIU Director laid criminal charges in three cases, involving a total of three officers, representing approximately 1% of full investigations. As in all SIU matters, the laying of charges does not constitute a finding of guilt; it reflects a determination that there were reasonable grounds to believe an offence was committed. Questions of guilt or innocence are ultimately decided by the courts.

Case Closures	2024/25	2025/26
Number of cases in which criminal charges were laid	17	3
Number of officers charged	18	3

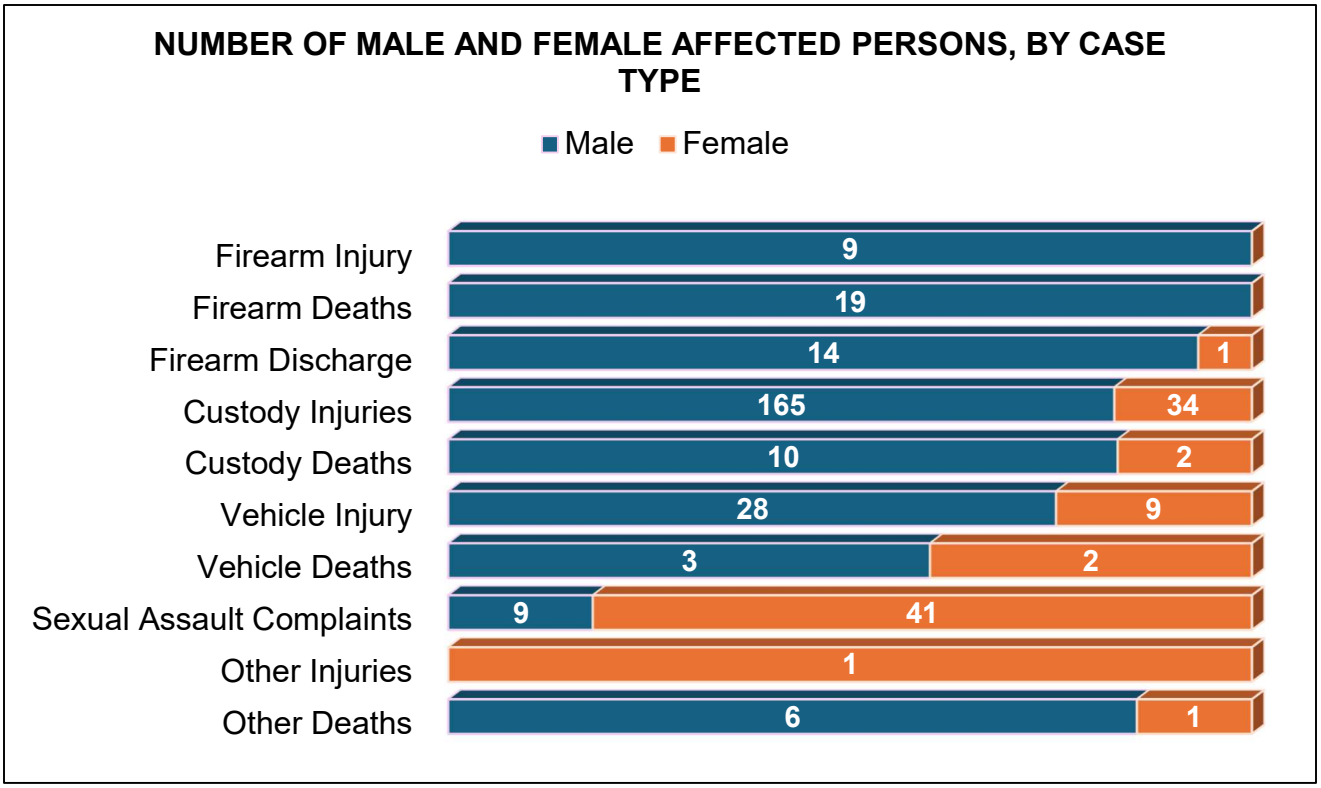
Investigative Response

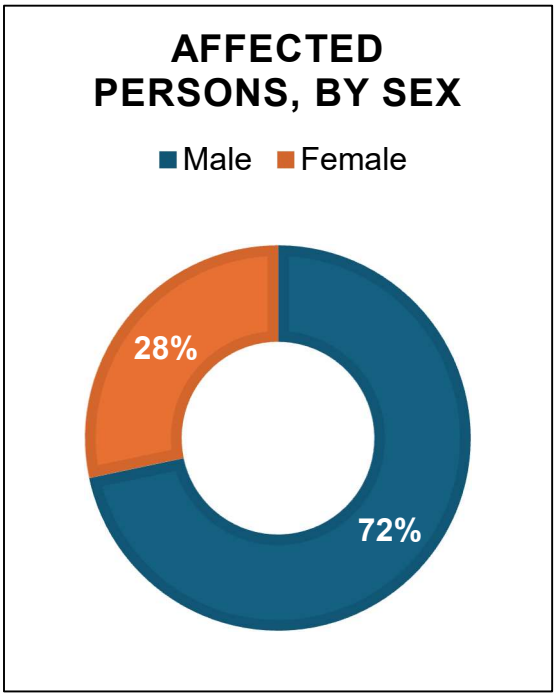


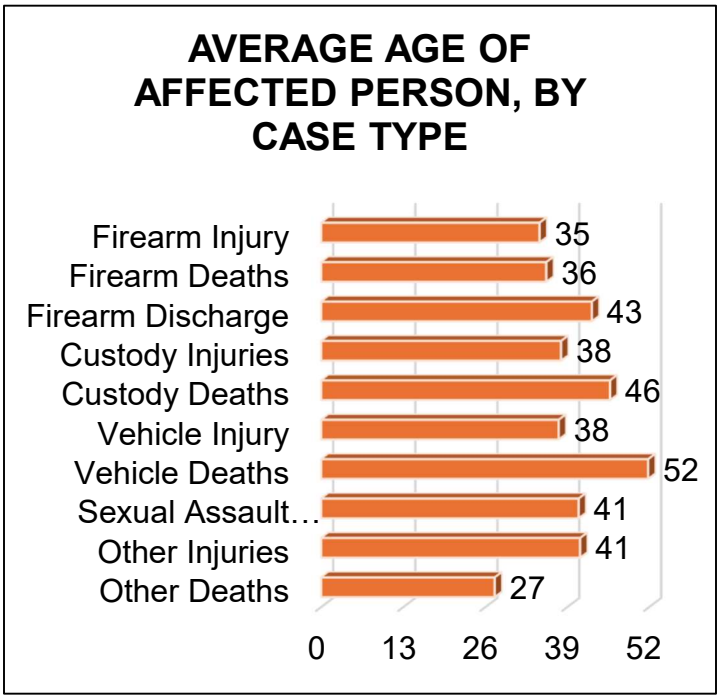


Information about Affected Persons

Affected persons in this context are persons who have died, been seriously injured, been reportedly sexually assaulted or shot at in cases involving the police. There may be more than one affected person per SIU case.







Update to SIU's Less-Lethal Firearm Investigations

As of January 1, 2026, the SIU no longer investigates cases involving Anti-riot Weapon ENfields (ARWENs), and other similar weapons, that do not result in serious injury or death.

By way of amendments made by the government to Ontario Regulation 660/20, under the *Special Investigations Unit Act, 2019*, ARWENs and similar weapons are now excluded from the definition of 'firearm'. This means the use of these weapons by officials that does not result in serious injury or death does not now prompt a SIU investigation.

The SIU continues to investigate instances where traditional firearms are discharged, whether or not it results in serious injury or death.

Performance Measures

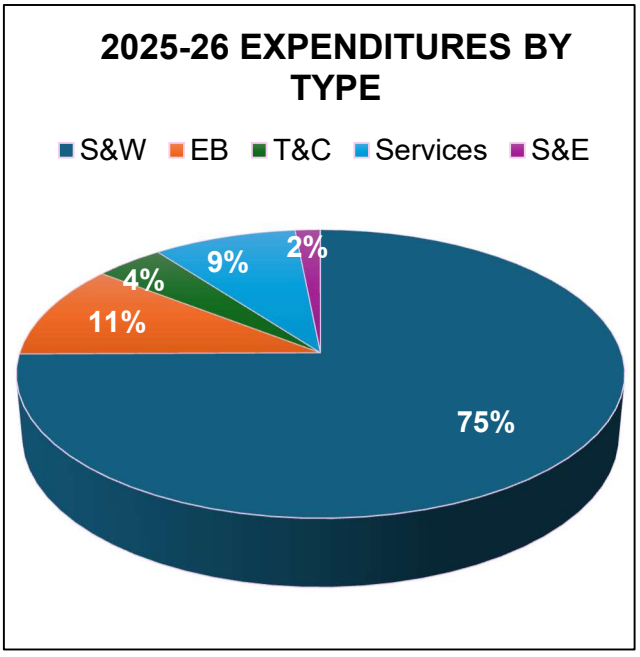
Performance Measures	Target	2024/2025 (Actual)	2025/26 (Actual)
Percentage of Cases Closed no later than 120 days.	80%	86.6%	94.6%
Percentage of Death and Sexual Assault Cases in which the SIU Affected Persons Program Engaged	100%	100%	100%
Percentage of Death and Firearm Cases in which Media Release Issued at the Beginning and End of Case	100%	100%	100%

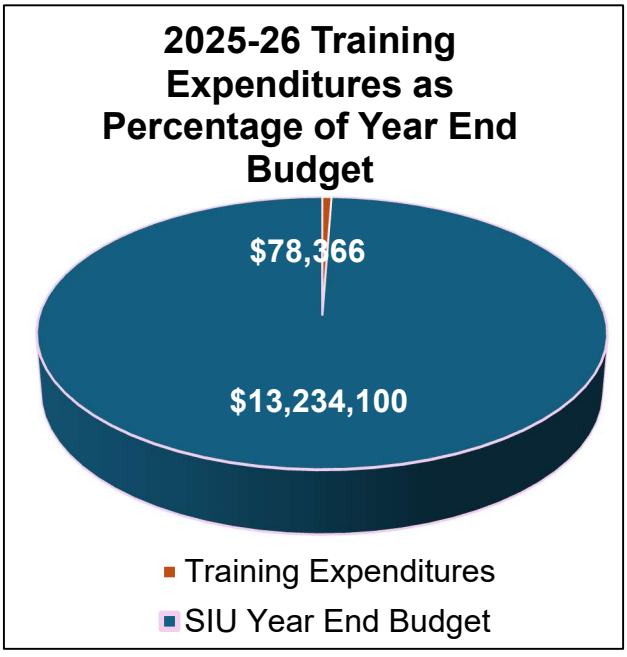
Financial Overview

2025/26 Expenditures by Type

Total expenditures for the year ended March 31, 2026, were $12,734,946. Approximately 86% of the expenditures were for Salary and Wages and Employee Benefits. Investigations and Forensics expenses were 69% of the total expenditures. Staff Training expenditures were $78,366 (0.6%) of the 2025/26 Year-end Budget.

2025/26 Expenditures	Annual Expenditures	Percentage of Expenditures
Salaries and Wages	$ 9,538,952	75%
Employee Benefits	$ 1,349,865	11%
Transportation & Communications	$ 537,206	4%
Services	$ 1,118,193	9%
Supplies and Equipment	$ 193,923	2%
Recoveries	$ (3,193)	< 0.1%
Total Annual Expenditures	**$ 12,734,946**	**100%**





SIU Director's Expense Information

The release of expense information ensures that taxpayer dollars are used prudently and responsibly with a focus on accountability and transparency. The Travel, Meal and Hospitality Expenses Directive requires the posting of expense information by designated individuals and appointees in every provincial agency. As a provincial agency, the SIU is required to post the Director's expense report. For the 2025/26 fiscal period, the Director's expenses total was $2,312.90.

Total Annual Remuneration		
Appointee	**Total Annual Remuneration**	**Per Diem Remuneration Rate**
Joseph Martino, Director	$235,000	N/A

SIU Organization Chart

Investigations make up the core of the office, supported by Legal, Media and Communications, Affected Persons Program, and Administration. The Business Operations Unit is responsible for all non-investigative functions at the SIU. These include corporate services such as strategic planning, finance and controllership, information technology, human resources, facilities, training and records management.

