

# ***FINAL REPORT: IIU concludes investigation into conduct of member of Dakota Ojibway Police Service***

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On September 28, 2016, the Independent Investigation Unit (IIU) was notified by the Dakota Ojibway Police Service (DOPS) of a series of alleged inappropriate workplace incidents involving one member of the service and his interaction with staff. Based on the nature of the various allegations included in this notification, the civilian director determined it was in the public interest for the IIU to investigate these complaints. Among the issues to be determined was whether any of the impugned conduct involved criminal code or similar offences.

Following a review of the file material provided and interviews with 19 individuals, I am not satisfied that the necessary grounds and evidence exist to support a conclusion that a criminal code threshold has been met.

In my view, the circumstances and information that have been disclosed, obtained and reviewed, throughout the course of this investigation, are matters that fall entirely within the scope and purview of employment and human resources-related concerns and the Human Rights Commission.

It is my view that the matters and complaints that were the subject of this notification are not within the sphere of criminal law and should be referred to and dealt with by the appropriate employment authorities.

Therefore, as I am satisfied this matter falls outside of the mandate of IIU, there are no grounds for this office to proceed further with this investigation.

This matter is now closed.

**Final report prepared by:**

Zane Tessler, civilian director  
Independent Investigation Unit  
June 29, 2017