



Body-Worn Cameras (BWC)

POLICY

The purpose of this Policy is to identify the procedures for the operation, maintenance and access of *Body-Worn Cameras (BWC) (def.)*. The Hamilton Police Service (HPS) recognizes the impact on individual privacy that a BWC can create. As a result, Members shall use BWC technology as an evidence gathering device for matters that are in progress, and to document interactions with the public, in accordance with the Privacy Impact Assessment.

PROCEDURE

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A. General

1. A BWC is an *overt (def.)* recording device used to assist Members in the lawful execution of their duties. A BWC is intended to capture specific occurrences for investigative purposes and enforcement activities, and is not intended for 24-hour recording.
2. The main objectives for the use of a BWC are to:
 - a. enhance public trust and confidence in the police, and police accountability;
 - b. capture an accurate record of police interactions with the public;
 - c. enhance public and Member safety;
 - d. strengthen the commitment to bias-free service delivery by Members to the public;
 - e. provide improved evidence for investigative, judicial and oversight purposes;
 - f. contribute to fair and timely resolution of complaints;
 - g. provide additional supervisory and leadership tools; and
 - h. provide information as to the effectiveness of HPS procedures and training.
3. A BWC is to be used for lawful police purposes only and not for personal use.
4. A Member equipped with the BWC technology shall record all investigative and enforcement activities in compliance with this Policy and Procedure.

5. BWC equipment shall not be used as a substitute for proper note taking. The recordings are designed to support a Member's observations and shall supplement, not replace detailed notes and applicable reports.
6. Members shall not duplicate, record or release any BWC recording without authorization from the BWC Coordinator, or as permitted by lawful justification or procedure.
7. All requests from members of the public for BWC data, shall be referred to the Freedom of Information Unit.
8. The HPS endeavours to protect the privacy of individuals with respect to *personal information (def.)*. Therefore, any unauthorized use of BWC data, or breach of this Policy or any other legislation, may result in disciplinary action.
9. All BWC data is the property of the HPS and may be subject to:
 - a. court or tribunal disclosure/production;
 - b. MFIPPA requests;
 - c. third party sharing in accordance with legislation and Service procedures;
 - d. the YCJA and its restrictions;
 - e. disclosure for matters involving the Law Enforcement Complaints Agency (LECA), Special Investigations Unit (SIU) and internal investigations; and
 - f. any other applicable law or court order.

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11. Random samples of BWC data shall be reviewed by authorized Supervisors to ensure compliance with applicable legislation and this Policy, and to support training improvements. BWC data may be reviewed by authorized Members of the Strategic Initiatives Unit or the Training Branch when required.
12. In circumstances where the SIU has invoked their mandate, HPS Members shall not view or release BWC recordings to the public. Any decision to view or release recordings in this circumstance will be made by the SIU.
13. In circumstances where the SIU is not involved or their involvement has ceased, the HPS may release recordings from a BWC to the public, where such recordings depict interactions with members of the public and *compelling public interest (def.)* exists. Compelling public interest releases of BWC recordings shall only occur with the authorization of the Chief of Police and in accordance with legislation (i.e. MFIPPA, YCJA, etc.) or Court Order, and the vetting of any personal information if required.
14. Altering, duplicating, deleting or destroying any BWC data is strictly prohibited, except by authorized personnel.
15. The BWC shall only be used by a Member who has successfully completed the required

training and is authorized to use the equipment.

16. There may be circumstances where a member of the public objects to being recorded by a BWC. Members should be mindful that the public has a reasonable, albeit diminished expectation to privacy in public places. In the absence of any legal limitation outlined within this Policy, Members are not required to turn off the camera and are permitted to continue recording.
17. BWC's shall not be used to carry out general surveillance and are not intended to dissuade members of the public from exercising their lawful right to peaceful assembly, demonstration or protest. Members at such events shall start recording their BWC's when they engage or are about to engage a member or members of the public to investigate a breach of the law or to attempt to enforce the law. A Member who is standing by and observing a peaceful assembly, lawful demonstration or protest, shall not start recording. If an infraction is occurring or the Member reasonably suspects that one is about to occur, then the Member shall start recording.
18. While BWC data is considered records for the purpose of the MFIPPA and court/tribunal disclosure or productions, if the record is or is likely to be used in a proceeding, it is also considered evidence. As such, rules surrounding access, collection, use and retention may be different depending on whether the data becomes evidence.
19. To prevent the recording of unrelated, confidential, or administrative conversations, BWC's shall not be activated inside a Police Service facility, with the exception of while with a detainee, or in mitigating circumstances as necessary.

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B. Duties

B.1 Patrol Officers/Sergeants

1. No Member shall use BWC technology without having successfully completed the prescribed training.

2. Members shall only use BWC devices assigned to them, or in situations where the Member does not have an assigned device, a device provided to them by their Supervisor. Members shall not share their assigned BWC.
3. Members shall affix the BWC to the approved location of their uniform and make reasonable efforts to ensure the BWC lens, recording indicator, and status indicator are not obstructed from view. Members shall wear the BWC during their entire shift and ensure there is sufficient power available to operate the BWC for the required duration of their shift, using approved charging accessories.
4. Members shall ensure the BWC is powered on at the start of their shift, and verify the device is functioning properly at the start of and throughout their shift, according to prescribed training.
5. A BWC is not intended to be used as a substitute for proper note taking. A BWC and the recordings are designed to support Member's observations and shall supplement, not replace, detailed notes and applicable reports. A BWC recording may be viewed once initial notes are complete and the Member shall note:
 - a. that the video was viewed and when; and
 - b. any discrepancies between their initial observations documented in their notes, compared to the video content.
6. A BWC shall not be used to replace photographic or video evidence normally captured by Forensic Services Branch Members.
7. When using a BWC, Members shall:
 - a. use the BWC assigned to them and in accordance with the prescribed training;
 - b. ensure the totality of any interaction is recorded unless exempted by this Policy;
 - c. ensure the BWC is functioning properly in accordance with BWC training;
 - d. report all malfunctions to their Supervisor and the Information Technology (IT) Service Desk forthwith;
 - e. report any loss, damage, or theft of the BWC, or any unauthorized access to BWC recordings, to their Supervisor, the BWC Coordinator and the FOI Coordinator in accordance with Policy and Procedure 1.23 Uniform/Equipment Issue and Prescribed Dress and Policy and Procedure 5.2.01 Access to Information and Protection of Privacy;
 - f. not modify or attempt to modify any permanent settings or components of the BWC;
 - g. ensure the BWC is mounted on their uniform in the approved location, using the approved mounting system;
 - h. ensure the recording indicators are not obstructed from view; and
 - i. only put the camera into *stealth mode (def.)* for Member safety reasons and document the circumstances in their notebook. Stealth mode is to be used for Member safety reasons only, in accordance with this Policy.
8. Members shall ensure the BWC is activated (either automatically or manually) when:
 - a. arriving at all investigative or enforcement actions;
 - b. recording statements that would normally be taken in the field, including utterances,

- spontaneous statements and/or written statements by victims and witnesses;
 - c. engaged in a suspect apprehension pursuit;
 - d. performing a traffic stop;
 - e. placing any person in the rear detainee compartment of the vehicle (including detainee transports);
 - f. performing a search, with the exception of a strip search;
 - g. releasing an accused at roadside; and
 - h. involved in any other interaction where the Member reasonably suspects a BWC recording is necessary in support of investigative or enforcement purposes, provided the recording is not prohibited by this Policy.
9. When equipped with a BWC, Members shall not record:
- a. formal statements normally taken at a police facility, including KGB statements, unless exigent circumstances exist or with the approval of a Supervisor;
 - b. policing activities that are not investigative or enforcement in nature. Should an activity change from non-investigative or non-enforcement to investigative or enforcement, then the BWC shall be activated to record immediately;
 - c. a strip search under any circumstance;
 - d. conversations that are not related to investigative purposes or enforcement during the course of duties, whether inside or outside of Service facilities or in Service vehicles;
 - e. in circumstances where a Member is extending confidentiality to a person or is engaged with a person who is known to be a Confidential Human Source or Agent and the Member is dealing with that person as such;
 - f. when confidential police investigative techniques and procedures are in use, likely to be used or going to be discussed;
 - g. when the revealing of information would endanger the life or physical safety of a law enforcement Officer or any other person (i.e. place of safety);
 - h. when attending calls for service where the recording is no longer in support of the original reason to activate the BWC as outlined in Policy;
 - i. while in attendance in a courthouse, except in exigent circumstances, or under legal authority, or while investigating an occurrence and in accordance with this Policy; and
 - j. while in attendance in a healthcare facility, except:
 - i. under exigent circumstances;
 - ii. under the authority of prior judicial authorization; or
 - iii. where the Member has custody of a person who is being treated or is waiting for health care treatment and the Member:
 - (a) is alone with the person;
 - (b) reasonably suspects that use of force is or may be required; or
 - (c) with the express consent of all people who might reasonably be expected to be captured in the recording, provided their capacity to consent.
10. Members shall only be permitted to record in a *private place (def.)*:
- a. where there are exigent circumstances;
 - b. under the legal authority of a warrant; or

- c. in a situation where an Officer's lawful presence in a private place is conditional on the owner's/occupant's consent to being recorded, and the Officer has provided the owner/occupant with a reasonable opportunity to refuse such consent. If the owner/occupant requests that the interaction not be recorded, the Officer must stop recording.
11. In circumstances where a Member equipped with a BWC is present at a place of worship or present at a religious or spiritual ceremony (including an Indigenous Ceremony), they shall ensure the unit is not recording, unless required for an investigative or enforcement purpose. If recording is required where privacy is expected (place of worship, medical facility, place of safety), the Member shall take reasonable steps to ensure the parties are aware that recording is occurring and of the reasons that recording is necessary.
 12. In circumstances where a Member is using their BWC in a healthcare facility and a procedural exemption applies, the Member shall be cognizant of the privacy of those parties present as it relates to medical condition/treatment. In those circumstances, the Member shall take reasonable steps to ensure the parties are aware that recording is occurring and of the reasons that recording is necessary.
 13. At the earliest opportunity when the BWC is recording, Members shall:
 - a. advise members of the public they are interacting with, that the BWC is recording and they are being recorded;
 - b. upon entering a private place, on the basis of consent alone, provide the owner/occupant a reasonable opportunity to refuse or consent to being recorded by:
 - i. requesting consent to record;
 - ii. advising the owner/occupant that they have the right to refuse; and
 - iii. taking into consideration the owner/occupant has the capacity (age and mental capacity) to provide consent; and
 - c. advise other Members, first responders, and any other partnering agencies present that the BWC is recording and they are being recorded.

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15. When the BWC is recording, the recording shall not be stopped, *muted (def.)* or the BWC deliberately repositioned until the occurrence or the Member's involvement in that

occurrence has concluded, except when:

- a. booking/handling a detainee within a Service facility and there is a reasonable belief that other recording equipment is in use and it would not benefit the investigation or Member safety to have the two separate systems recording simultaneously;
- b. discussions between Members about protected investigative techniques occur and those discussions are taking place away from any member of the public (where muting the BWC would be sufficient to ensure against the unintentional disclosure of such discussions, then the BWC should be muted for the duration of those discussions rather than stopping the recording);

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- e. it is momentarily necessary to obstruct the video to protect the dignity of another person (i.e. to allow them time to put clothing on). In these circumstances, only the video should be obstructed and this should only occur for a short period of time provided the Member(s) is not in a situation where they reasonably suspect that use of force may be required while the lens is covered; and/or
- f. directed to do so by a Supervisor in compliance with this Policy.

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17. If the BWC is recording and accidentally or unintentionally stops, the Member shall at the earliest opportunity start the BWC recording again and note the reason the recording was stopped on video, in their notebook and in the Occurrence Report.

18. In situations where a Member fails to activate a BWC during an interaction with the public, the Member shall:

- a. document the reason in their notebook; and
- b. submit a Supplementary Report documenting the reason.

19. When completing notes in relation to an investigation, Members shall include:

- a. a notation that a BWC recording of the occurrence exists;
- b. a notation of any review of the BWC recording; and
- c. if necessary, an addendum to the notes based on the review of the BWC recording.

20. When involved in an occurrence where the mandate of the SIU has been, or may be invoked, Members shall:

- a. not review their BWC recordings, unless granted permission by the SIU;
 - b. ensure their BWC is secured with their Supervisor; and
 - c. comply with Policy and Procedure 1.20 Special Investigations Unit (SIU).
21. A Member who is granted access to another Member's recording, shall not provide access to the recording, or otherwise disclose it to other Members, or any external agency or individual, without lawful authority, or in a manner contrary to this Policy. All access and related activity is recorded within the meta-data of the DEMS and is auditable.
22. Members shall note in the narrative of any Occurrence Report where BWC footage is available, to acknowledge the video exists and provide a brief summary of the video contents, including whether there is audio only recordings.
23. Prior to appearing in court as an Investigating Officer or witness, a Member shall review any relevant BWC recording related to the occurrence, unless directed otherwise by a Supervisor, the SIU, Crown, or Service Legal Counsel defending the Service/Member.
24. At the end of shift, Members shall ensure the BWC:
- a. is powered off;
 - b. is placed into the approved BWC dock to charge, and offload any remaining video; and
 - c. captured recordings are properly tagged in the DEMS.
25. When a recording is started in error, or accidentally in the normal course of duties, Members shall label the video appropriately, in accordance with the prescribed training.

B.2 Staff Sergeants

1. Shall:
 - a. ensure Members operating a BWC have successfully completed the prescribed training;
 - b. where an occurrence involves a BWC recording, ensure the recording has been appropriately classified for retention purposes;
 - c. review all Supplementary Reports for occurrences where Members failed to activate the BWC, and notify the BWC Coordinator of the occurrence;
 - d. when supervising Members equipped with a BWC:
 - i. conduct monthly random reviews of recorded video to:
 - (a) ensure Members are using the BWC in accordance with legislation, training and Service Policy;
 - (b) determine if any additional training is required; and
 - (c) identify material that may be appropriate for training; and
 - ii. review recordings where applicable, to assist in the resolution of a public complaint in compliance with Policy and Procedure 1.22 Public Complaints and Internal Complaints (unless subject to an SIU investigation as well);
 - e. when involved in an occurrence where the mandate of the SIU has been, or may be

- invoked:
- i. ensure the involved Members do not review their BWC recordings, unless granted permission by the SIU;
 - ii. take control of the involved Member's BWC and ensure the recordings are uploaded to the DEMS and classified with restricted permission; and
 - iii. comply with Policy and Procedure 1.20 Special Investigations Unit (SIU);
- f. upon becoming aware that a malfunction has occurred with a BWC, ensure:
- i. the Member with the malfunctioning BWC contacts the Information Technology (IT) Service Desk forthwith;
 - ii. the Member is provided with a temporary unit; and
 - iii. the malfunctioning device is taken out of service; and
- g. upon becoming aware of any loss, damage, or theft of a BWC, or of any unauthorized access to BWC recordings, ensure it is reported to the BWC Coordinator and the FOI Coordinator, in accordance with Policy and Procedure 1.23 Uniform/Equipment Issue and Prescribed Dress and Policy and Procedure 5.2.01 Access to Information and Protection of Privacy.
2. Supervisors may identify a BWC recording as potentially relevant for training and refer the recording to the Professional Development Division Commander. Any redaction (or attempt to get consent) shall involve consultation with the Freedom of Information Unit and if necessary, Legal Services to ensure privacy considerations have been addressed.

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B.3 Commanders/Duty Officer

1. Shall ensure:
 - a. Members assigned a BWC have received the required BWC training;
 - b. Members are using the BWC according to training and in accordance with Service Policy;
 - c. new Members or Members recently transferred who are not trained, complete BWC training as soon as practicable;
 - d. all BWC equipment assigned to their Division is inspected monthly, and that any deficiency or malfunctioning equipment is attended to as soon as practicable; and
 - e. Supervisors conduct monthly random reviews of recorded video to:
 - i. ensure Members are using the BWC in accordance with legislation, training and Service Policy;
 - ii. determine if any additional training is required; and
 - iii. identify material that may be appropriate for training.

2. When attending an occurrence where the mandate of the SIU has been, or may be invoked, shall:
 - a. ensure the involved Member's BWC recordings are secured, uploaded to the DEMS and classified with restricted permission; and
 - b. comply with Policy and Procedure 1.20 Special Investigations Unit (SIU).

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B.4 Professional Development Division Commander

1. Shall review and approve BWC recordings for training purposes, provided:
 - a. the video is no longer relevant to a proceeding (Criminal, Provincial Offences Act, Community Safety and Policing Act, Civil, etc.); and
 - b. any redaction (or attempt to get consent) involves consultation with the Freedom of Information Unit and if necessary, Legal Services to ensure privacy considerations have been addressed.

B.5 BWC Coordinator

1. The BWC Coordinator, or designate, shall ensure:
 - a. Members adhere to BWC procedures and that appropriate trainers are made available to assist with the implementation of the program;
 - b. compliance with the Service's Privacy Impact Assessment;
 - c. use of the BWC system is consistent with the Information and Privacy Commissioner Model Governance Framework for Police Body-Worn Camera Programs in Ontario;
 - d. system controls, technology and operational performance of the BWC program are routinely monitored and shall be utilized as needed if there is a technology failure;
 - e. the review of all Supplementary Reports for occurrences where Members failed to activate BWC units, is done with the Member's Staff Sergeant, and where necessary, their Commander;
 - f. audits are conducted to ensure BWC users are complying with program requirements; and
 - g. the manufacturer and the Information Technology (IT) Services Section are notified in circumstances where BWC devices or systems are malfunctioning.

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3. The BWC Coordinator, or designate, shall ensure the secure handling of personal information and implementation of the following security measures:
 - a. secure information (including encryption) during transfers to servers;
 - b. store physical BWC equipment and records, such as discs, memory cards or servers securely to prevent theft, loss, or unauthorized access;

- c. limit access to the BWC system information on a role-based and need-to-know basis;
- d. permanent destruction of outdated, inaccurate or excessive information in accordance with legislation and the HPS Records Retention Schedule;
- e. standardize secure system configurations across the Service's BWC system and do not use default or factory settings;
- f. patch systems and applications regularly to protect against vulnerabilities;
- g. maintain audit logs of all accesses. Logs shall be generated automatically when records are maintained electronically;
- h. monitor BWC performance and respond to all suspected privacy and security breaches, occurrences and BWC system behaviour when required;
- i. establish protocols to identify, contain, investigate and remediate security and privacy breaches when they occur;
- j. when necessary, conduct risk assessments and other operational reviews to assess and improve the effectiveness of security measures;
- k. conduct reviews and/or audits, at a minimum annually, to evaluate and improve the BWC program; and
- l. report annually to the Police Services Board on the status of the BWC program, in consideration of the following criteria for review:
 - i. analysis, findings, and recommendations of the annual audit (or a summary);
 - ii. the number of complaints received by the Police Service with regards to the use or failure to use BWC's, a summary of the complaints, and a summary of the dispositions of the complaints during the reporting period;
 - iii. the total number of Community Safety and Policing Act, MFIPPA, and the Ontario Human Rights Code complaints and civil suits received by the police against its staff, and the number of such matters for which there was a relevant BWC recording, broken down by proceeding and resolution status;
 - iv. the total number of use of force occurrences and the total number of such occurrences captured by BWC footage;
 - v. the total number of BWC recordings currently stored by the Police Service beyond the default retention period, broken down by the reason for the extended retention period, as well as the total number of occurrences of premature destruction of BWC records;
 - vi. the number of reports submitted documenting the reason for not activating a BWC prior to the beginning of an interaction with a member of the public or not recording through to the end of such interaction, and the number of these occurrences, if any, found to not be in compliance with the BWC Policy and Procedure;
 - vii. the number, if any, of BWC records requested by the SIU or LECA, which were not fulfilled within thirty (30) days and a summary of the reasons for delay;
 - viii. the total number of BWC records released as part of a disclosure process in a legal proceeding;
 - ix. the number of Police Service staff disciplined for lack of compliance with the BWC Policy and Procedure and a summary of the disciplinary measures used;
 - x. the number of requests for the identification of individuals in images from BWC recordings using the Police Service's mug shot database, and the percentage of such requests out of the total number of requests for use of the database;
 - xi. the number of investigations of potential privacy breaches during the reporting period, the number of such occurrences determined to constitute a breach and a summary description of these occurrences, the number of times the Information

- and Privacy Commissioner of Ontario (IPC) was notified of a significant breach, and the number of affected individuals who were notified of a breach;
- xii. the number of requests made by members of the public to view, access or seek release of BWC records, the number of requests that were refused, if any, and a summary of the reasons for any refusals;
 - xiii. the number of BWC records disclosed at the initiative of the police in the public interest, and reasons for the disclosure; and
 - xiv. a review of whether the deployment of BWC's is achieving its prescribed purposes, whether their use remains justified in light of these purposes, and whether their use has resulted in any unintended negative impacts, including, but not limited to:
 - (a) use of force trends over the past five (5) years;
 - (b) complaint trends over the past five (5) years;
 - (c) findings from a survey of public trust in the Service; and
 - (d) findings from consultations with impacted and marginalized communities.
4. Shall ensure recordings started in error, or accidentally in the normal course of Member's duties, are managed in accordance with the HPS Records Retention Schedule and applicable legislation.

B.6 Freedom of Information (FOI) Coordinator

1. Shall ensure:
 - a. BWC video is redacted in accordance with all legislation, including MFIPPA, YCJA, and disclosure requirements; and
 - b. the HPS external website contains information about the BWC system including the complaint/request for removal process.

C. Electronic Monitoring of Employees

1. The Working for Workers Act, 2021 amended the Employment Standards Act, 2000, which introduced a new requirement for employers in Ontario to have a written policy on electronic monitoring of employees.
2. In recognition that Police Officers are not covered under the Employment Standards Act, 2000, the new requirement applies only to civilian Members of the Hamilton Police Service.
3. Notwithstanding paragraph 2., above, sworn Members shall make themselves aware of the new requirement as it pertains to this Policy.
4. Electronic monitoring includes all forms of employee and assignment employee monitoring that is done electronically. The Hamilton Police Service electronically monitors Members through the means and devices described within this Policy. The Hamilton Police Service may access the information collected through the electronic monitoring of these means and devices anytime as required.
5. The Hamilton Police Service may use the information collected through electronic

monitoring to investigate matters, including but not limited to:

- a. Member safety;
- b. compliance with HPS Policies and Procedures; and
- c. performance management and productivity.

DEFINITIONS

Activation

Any process which causes the Body-Worn Camera (BWC) to record audio and/or video data.

Body-Worn Camera (BWC)

A forward-facing camera that is carried, fixed, or integrated on the uniform of an authorized Member and is capable of capturing both video and audio information as well as associated metadata.

Compelling Public Interest

An interest, as determined by the Chief of Police, where there is a relationship between the BWC record and informing the community of an occurrence, where the interest is more public than private in nature.

Digital Evidence Management System (DEMS)

A cloud-based system that allows users to manage, review and share digital evidence including audio, video and image files.

Muted

The disabling of audio recording while still video recording.

Overt

Shown openly, plainly, or readily apparent, not secret or hidden.

Personal Information

Means recorded information about an identifiable individual, including:

- a. information relating to the race, national or ethnic origin, colour, religion, age, sex, sexual orientation or marital or family status of the individual;
- b. information relating to the education or the medical, psychiatric, psychological, criminal or employment history of the individual or information relating to financial transactions, in which the individual has been involved;
- c. any identifying number, symbol or other particular assigned to the individual;
- d. the address, telephone number, fingerprints or blood type of the individual;
- e. the personal opinions or views of the individual except where they relate to another individual;
- f. correspondence sent to an institution by the individual that is implicitly or explicitly of a private or confidential nature, and replies to that correspondence that would reveal the contents of the original correspondence;
- g. the views or opinions of another individual about the individual; and
- h. the individual's name if it appears with other personal information relating to the

individual or where the disclosure of the name would reveal other personal information about the individual.

Pre-event Buffering

The buffered video, excluding audio, captured 60 seconds directly before the activation of the BWC.

Private Place

Any place where a person(s) enjoys a reasonable expectation of privacy.

Stealth Mode

A mode on the BWC where the camera's lights and sound are suppressed, even though recording continues.

REFERENCES

- HPS Privacy Impact Assessment
- HPS Records Retention Schedule
- Information and Privacy Commissioner Model Governance Framework for Police Body-Worn Camera Programs in Ontario
- Municipal Freedom of Information and Protection of Privacy Act (MFIPPA)
- Policy and Procedure 1.20 Special Investigations Unit (SIU)
- Policy and Procedure 1.22 Public Complaints and Internal Complaints
- Policy and Procedure 1.23 Uniform/Equipment Issue and Prescribed Dress
- Policy and Procedure 4.3.33 Confidential Human Source/Agent/Witness Protection/Relocation
- Policy and Procedure 5.2.01 Access to Information and Protection of Privacy
- Policy and Procedure 5.2.02 Canadian Police Information Centre (CPIC), Information Handling and Dissemination
- Youth Criminal Justice Act (YCJA)



Frank Bergen
Chief of Police

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