

IN THE MATTER OF a Police Discipline Adjudication pursuant to section 202(1) of the *Community Safety and Policing Act, 2019, S.O., 2019, c. 1, Sched. 1*

BETWEEN:

PEEL REGIONAL POLICE

Applicant

-and-

CONSTABLE TARA TAYLOR #4902

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

This Settlement Agreement (the "Agreement") is made by Constable Tara Taylor ("Cst. Taylor") and the Peel Regional Police (the "Service") pursuant to section 202(8) of the *Community Safety and Policing Act* (the "CSPA").

B. ALLEGATIONS OF MISCONDUCT

COUNT ONE: COMPLIANCE WITH LAWS

You are alleged to have committed misconduct in that on or about August 13, 2025, you were convicted of one count of operation of a motor vehicle with excess blood alcohol, contrary to section 320.14(1)(b) of the *Criminal Code*.

C. AGREED STATEMENT OF FACTS

Cst. Taylor and the Service have agreed upon the following facts:

1. On January 30, 2025, Cst. Taylor was off duty when she was operating a motor vehicle in Hamilton. She was pulled over by the Hamilton Police Service ("HPS") for speeding.
2. Based on the HPS' conversation with and observations of Cst. Taylor, she was arrested and ultimately charged with operation of a motor vehicle with excess blood alcohol, contrary to section 320.14(1)(b) of the *Criminal Code*.
3. On August 13, 2025, Cst. Taylor appeared before Justice K. Hawke in the Ontario Court of Justice in Hamilton, and pled guilty to the offence of operation of a motor vehicle with excess blood alcohol, based on the above incident.
4. The following facts were submitted to the Court for her guilty plea, and were accepted by Cst. Taylor as correct:
 - a. On January 30, 2025, at approximately 3:25 AM, police observed a grey 2019 Jeep traveling at a high rate of speed eastbound on Rymal Road East in Hamilton. Police measured the speed of the vehicle to be 93 kilometers per hour in the posted 60 kilometers per hour zone.
 - b. Police initiated a traffic stop on Rymal Road East, east of Fletcher Road. The driver identified herself with a valid Ontario driver's licence as being Tara Taylor, as before the Court. Tara also provided police with proof of insurance.
 - c. When police returned to the vehicle they detected an odour of alcoholic beverage on Ms. Taylor's breath. She denied consuming any alcohol.
 - d. At 3:31 AM she was read an Approved Screening Device ("ASD") demand. At 3:31 AM she provided the first sample, which registered poor flow. Two minutes later she provided a second sample, which resulted in a fail.
 - e. At 3:38 AM she was placed under arrest for operating a conveyance with more than 80 milligrams of alcohol in 100 milliliters of blood. She was read rights to counsel and cautioned, and she stated she understood and did not wish to speak to a lawyer. She was also read a breath demand.
 - f. She was transported to Station 30 for alcohol testing, where she provided two samples of breath. The results were 130 milligrams and 130 milligrams of alcohol in 100 milliliters of blood, respectively.

5. Based on those facts, Cst. Taylor was found guilty of operation of a motor vehicle with excess blood alcohol, contrary to section 320.14(1)(b) of the *Criminal Code*. The associated charge of speeding, contrary to the *Highway Traffic Act* was withdrawn by the Crown.
6. The Court imposed a sentence of a \$1,600.00 fine and a one (1) year driving prohibition.

D. FINDING OF MISCONDUCT

Cst. Taylor was found guilty of operation of a motor vehicle with excess blood alcohol, contrary to section 320.14(1)(b) of the *Criminal Code*.

She therefore contravened section 4 of Ontario Regulation 407/23: Code of Conduct for Police Officers, as she was found guilty of an offence under the *Criminal Code*. This constitutes misconduct, contrary to section 195(a) of the CSPA.

E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein, Cst. Taylor's guilty plea, and the admission of a finding of misconduct, Cst. Taylor and the Service hereby agree that this matter be resolved through the following Agreement, pursuant to section 202(8) of the CSPA:

1. Cst. Taylor will be serve an effective demotion of one (1) year and five (5) months: she will be demoted from the rank of Second Class Constable to the rank of Third Class Constable for one year and five months, commencing on the date of this Agreement, prior to being eligible for reclassification to the rank of Second Class Constable, on the basis of satisfactory work performance to be determined by the Service, pursuant to section 202(9)3 of the CSPA.
2. This Agreement will constitute notice of the reasons for non-reclassification at the normal time for the purposes of Article 13.03 of the Service's Uniform Collective Agreement.

F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to all of the terms of this Agreement.
2. Cst. Taylor acknowledges and agrees that she has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Agreement; and that she has obtained independent legal advice or has chosen not to do so, and that she is entering into this agreement with full knowledge of the contents and the consequences.

3. Cst. Taylor acknowledges and is aware that this Agreement will be posted on the Service's website for a period of three (3) months, and may further be posted on the Ontario Police Arbitration and Adjudication Commission ("OPAAC") website and/or in other such places that the Service or OPAAC may deem appropriate.



Constable Tara Taylor #4902

MON, NOV 17/25
Date



Peel Regional Police

November 17, 2025
Date