

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 LUIGI CANTISANO #3898

Respondent

SETTLEMENT AGREEMENT

A. BACKGROUND

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

Maureen Helt was appointed as a Pre-Hearing Conference Adjudicator by the Chair of the Ontario Police Arbitration and Adjudication Commission pursuant to section 202(1) of the CSPA.

Pursuant to section 21(2) of Ontario Regulation 404/23, the parties hereby consent to the Pre-Hearing Conference Adjudicator making orders, including determinations, on issues that would otherwise be determined at a merits hearing.

B. ALLEGATIONS OF MISCONDUCT

COUNT ONE: Section 10. (1) A police officer shall not conduct themselves in a manner that undermines, or is likely to undermine, public trust in policing.

It is alleged that Cst. Cantisano committed misconduct contrary to section 195(a) of the *CSPA*, in that, between October 13, 2021, and December 16, 2024, Cst. Cantisano knew or ought to have known that forty-six (46) false claims were submitted to Cst. Cantisano's Sun Life benefits plan, totaling \$4,996.52.

Cst. Cantisano conducted himself in a manner that undermined, or was likely to undermine, public trust in policing, contrary to section 10 of Ontario Regulation 407/23.

C. AGREED STATEMENT OF FACTS

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

1. Constable Luigi Cantisano # 3898 ("Cst. Cantisano") was hired on August 13, 2014, which was also the effective start date of his Sun Life Financial ("Sun Life") benefits plan. As the plan member, Cst. Cantisano is responsible for all benefits claims submitted under his benefits plan.
2. Cst. Cantisano's Sun Life benefits plan includes health and dental coverage for his dependents, including his spouse, A.B. On the date in question, A.B. worked for a private company whose benefits provider was also Sun Life.
3. On December 4, 2024, A.B.'s Sun Life account was selected for an audit. The Sun Life medical investigator, ("the Sun Life investigator") initiated a review of all A.B.'s claims.
4. The Sun Life investigator discovered false claims submitted to A.B.'s Sun Life account. On October 9, 2024, A.B. submitted a claim for a service that was not rendered. The same false claim was submitted to Cst. Cantisano's Sun Life plan.
5. As a result of this discovery, the Sun Life investigator conducted a further audit of all submissions to Cst. Cantisano's Sun Life benefits plan for the prior four (4) years.

6. The matter was referred to PRP's Internal Affairs ("IA"). The investigation concluded that three (3) false claims had been submitted to Cst. Cantisano's benefits plan under Cst. Cantisano's name, totaling \$348.97. Forty-three (43) false claims had been submitted to Cst. Cantisano's benefits plan under A.B.'s name, totaling \$4647.55.
7. The claims were made to nine (9) different providers for various paramedical services.
8. Some of the false claims were for services that had not actually been rendered, and some of the false claims were submitted for full payment to both Cst. Cantisano and A.B.'s accounts.
9. On July 16, 2025, Cst. Cantisano was arrested for fraud under \$5000, contrary to section 380 (1)(b) of the *Criminal Code of Canada*.
10. On August 18, 2025, Cst. Cantisano completed an adult pre-charge diversion program.

D. FINDING OF MISCONDUCT

Cst. Cantisano and the Service agree that it is proven on clear and convincing evidence that Cst. Cantisano committed one count of misconduct contrary to section 195(a) of the *CSPA*, in that, between October 13, 2021, and December 16, 2024, forty-six (46) false claims were submitted to Cst. Cantisano's Sun Life benefits plan, totaling \$4996.52.

Cst. Cantisano, therefore, contravened section 10 of Ontario Regulation 407/23: Code of Conduct for Police Officers, by conducting himself in a manner that undermined, or was likely to undermine, public trust in policing.

E. DISPOSITION

Pursuant to the Agreed Statement of Facts outlined herein and the admission of a finding of misconduct on clear and convincing evidence, Cst. Cantisano and the Service agree that this matter be resolved through the following Agreement, pursuant to section 202(8) of the *CSPA*:

- a) Cst. Cantisano will make full restitution to the Peel Regional Police Service in the amount of \$4996.52.

- b) Cst. Cantisano will be demoted from the rank of First (1st) Class Constable to Second (2nd) Class Constable for a period of four (4) months following which the officer will be returned to the rank of First (1st) Class Constable on the basis of satisfactory work performance to be determined by the officer's Divisional Commander pursuant to section 202(9)3 of the *CSPA*.

F. ACKNOWLEDGEMENTS

1. The Parties acknowledge and agree to the terms of this Agreement.
2. The Parties acknowledge and agree to the terms of the Consent Order attached as Schedule A to this Settlement Agreement.
3. Cst. Cantisano acknowledges and agrees that he has been given the opportunity to seek and obtain independent legal advice with respect to the disciplinary process and this Agreement; and that he has obtained independent legal advice or has chosen not to do so, and that he is entering into this agreement with full knowledge of the contents and the consequences.
4. Cst. Cantisano 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.

Luigi Cantisano

Constable Luigi Cantisano #3898

2026/01/23

Date



Peel Regional Police

2026/01/23

Date