



ANNUAL REPORT 2024-2025

Trust ▪ Collaboration
Courage ▪ Excellence
Professionalism



INDEPENDENT
Investigations Office of BC

TABLE OF CONTENTS

MESSAGE FROM THE CHIEF CIVILIAN DIRECTOR	2
EXECUTIVE SUMMARY	4
WHO WE ARE	5
THE IIO'S GUIDING VALUES	6
DEVELOPMENTS 2024-2025	7
INVESTIGATIONS	7
ADVICE FILES	8
FILE NUMBERS	8
OPEN INVESTIGATIONS	8
CONCLUDED INVESTIGATIONS	8
NOTIFICATION TIME	9
FILES BY CLASSIFICATION	12
FIREARM FILES	13
INCIDENTS IN POLICE CELLS	13
PUBLIC REPORTING	14
REFERRALS TO CROWN COUNSEL	16
YEAR-OVER-YEAR COMPARISONS	17
OVERALL IIO CASELOAD	17
PUBLIC REPORTING	18
REFERRALS TO CROWN COUNSEL	18
NOTIFICATIONS	21
SERIOUS HARM & DEATH INVESTIGATION COMPARISON	21
AFFECTED PERSONS	23
AGE & GENDER DISTRIBUTION	23
PERSONS IN CRISIS	24
ETHNICITY	24
SUBJECT OFFICERS	26
OPERATING BUDGET	27
PROGRAM AREAS	28
ORGANIZATIONAL STRUCTURE	28
INVESTIGATIONS UNIT	29
OPERATIONS	30
LEGISLATIVE CHANGES	30
COMMUNITY OUTREACH	31
APPENDIX A: TERMINOLOGY	33
INDEPENDENT INVESTIGATIONS OFFICE (IIO)	34
SUBJECT OFFICERS	35
APPENDIX B: STATISTICAL DATA	36
IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES BY FISCAL YEAR	37

MESSAGE FROM THE CHIEF CIVILIAN DIRECTOR



I am pleased to present the thirteenth annual report of the Independent Investigations Office (IIO) of British Columbia for the fiscal year ending March 31, 2025.

This marks my first annual report as chief civilian director (CCD), and it is a privilege to serve British Columbians in this role. The IIO's conscientious staff ensured that the transition to a new CCD went smoothly, and I am grateful for all the diligent efforts that made this possible. CCD MacDonald retired in May 2024, and I thank him and the IIO executive for leading the IIO to many successes, including improvements to timeliness, investigator compensation, and resourcing. Chief Operating Officer Sandra Hentzen was appointed interim CCD from May until September 2024, when I started. My sincere thanks to her as well for leading the IIO during this transition period.

Each year brings new successes and challenges to any organization. This fiscal year, the IIO successfully implemented regionalization in Nanaimo and Kelowna, with permanent office space being secured in Nanaimo. Having investigators stationed in regions outside of the lower mainland helps to improve the IIO's

response times, decrease travel cost, and alleviate the time investigators must spend away from their families while on deployment.

The IIO also obtained approval to hire additional investigators last fiscal year, bringing our total number of full-time frontline investigators up to 35. Further, improvements to IIO investigator compensation in 2023, in addition to the regional locations and increased number of investigator positions, allowed the IIO to fill all investigator vacancies for a time in 2024. This marks the first time in the history of the IIO we have had a full complement of investigators, and while one investigator has since departed, the IIO's attrition is now within the normal range. Our people choose to leave for new opportunities and horizons, rather than for greener pastures or due to burnout. The impact that these changes have had on employee wellness at the IIO cannot be overstated.

These changes have also improved timeliness, as it is now taking fewer days on average to complete an IIO investigation than in the last three fiscal years. While the average number of days to conclude will increase as more files that are currently open and therefore are not counted in this average close, I am encouraged by these early results of the changes made over the last couple of years.

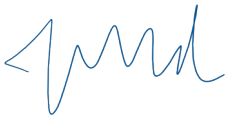
One area that continues to be cause for concern is the over-representation of Indigenous Peoples as affected persons in IIO investigations. This has been the case since the IIO started tracking this data five years ago in fiscal year 2020-2021. In response to this information, and to recommendations from the Declaration on the

Rights of Indigenous Peoples Act Action Plan, the IIO is committed to continuing to find ways to improve access to civilian oversight for Indigenous Peoples and expanding our use of trauma-informed and culturally safe practices.

The IIO has also begun work on a new strategic plan to guide our work over the next three years. The IIO has seen considerable growth over our 12 years of operations and it is important that we continue to find ways that we can improve well into the future to ensure appropriate police oversight in BC for years to come.

This report summarizes many of our successes and challenges over the past fiscal year, and I encourage you to take the time to read about the work we do on behalf of the citizens of British Columbia.

Yours truly,



Jessica Berglund
Chief Civilian Director
Independent Investigations Office of BC





EXECUTIVE SUMMARY

The IIO investigates all instances of serious harm or death that occur in police-involved incidents in BC. The IIO's mandate is to determine if there are reasonable grounds to believe that any officer may have committed an offence during such incidents. This report covers fiscal year 2024-2025 (April 1, 2024 to March 31, 2025) and includes updates regarding investigation caseloads, trends, and detailed statistics.

Highlights from this report include:

- Commenced 174 new investigations (see [open Investigations](#));
- Concluded 47 investigations by releasing a public report (see [public reporting](#));
- Concluded 42 investigations by issuing a concluding media release (see [public reporting](#));
- Referred 12 investigations to Crown Counsel (BC Prosecution Service) for consideration of charges (see [referrals to Crown Counsel](#)); and
- Conducted outreach with many important partners (see [community outreach](#)).

Notable trends this year include the continued overrepresentation of Indigenous Peoples as affected persons in IIO investigations, a decrease in new notifications, a modest increase in the number of new investigations, and a decrease in the number of police-involved shooting incidents compared to last year.

The community outreach section details the IIO's ongoing commitment to building and maintaining relationships with Indigenous communities, other community and advocacy groups, police agencies and associations, and the broader public.

WHO WE ARE

The Independent Investigations Office of British Columbia (IIO) is a civilian-led police oversight agency responsible for investigating police-involved incidents of death or serious harm. Since its creation in 2012, the IIO remains committed to conducting unbiased, evidence-based investigations with a high degree of transparency. The IIO operates under the authority of the BC *Police Act* and to ensure neutrality, the chief civilian director (CCD) must not be either a current or former police officer.

The IIO's authority extends across the province, including municipal police, the Royal Canadian Mounted Police (RCMP), Metro Vancouver Transit Police (MVTP), and the Stl'at'imx Tribal Police Service. The IIO's jurisdiction extends to both on and off duty officers. It also includes those appointed as special provincial constables in BC.

The creation of the IIO was driven by growing public concern about police oversight and increasing demands for transparency. It was established following the recommendations from two important inquiries: the Davies Commission, which investigated the 1998 death of Frank Paul, an Indigenous man who died of hypothermia after being released from Vancouver police custody and left in an alleyway, and the Braidwood Commission, which examined the police use of force on Robert Dziekanski, a Polish citizen, who died at Vancouver International Airport.² These inquiries highlighted gaps in oversight and led to the creation of the IIO to strengthen public trust in police accountability across BC.

Under the *Police Act*, police agencies must notify the IIO if there is a death or serious harm that may fall under the IIO's mandate. Serious harm is defined in the *Police Act* as "an injury that could result in death, significant disfigurement, or substantial loss or impairment of mobility or function of the body or a limb or organ." The IIO investigates incidents to a criminal standard, using a two-part test: there must be a death or serious harm and there must be a connection between the police actions, inaction or decision that led to that death or serious harm. Importantly, there does not need to be any allegation of wrongdoing for the IIO to begin an investigation.

At the end of many investigations, the investigative team will present to the CCD all the evidence and facts collected. The CCD reviews the evidence and, if there are reasonable grounds to believe an officer may have committed an offence, the CCD has the authority to refer the matter to the BC Prosecution Service for consideration of charges. If the CCD determines that there is no reason to believe an offence occurred, they may choose to issue a public report, release a media statement, or conclude the file without making a public statement.

More information regarding the IIO's public reporting practices and referrals to Crown Counsel can be found on pages 14 and 16 of this report.

² https://iiobc.ca/app/uploads/sites/472/2019/02/davies_commission_report.pdf and <https://iiobc.ca/app/uploads/sites/472/2019/02/braidwoodphase2report.pdf>.

THE IIO'S GUIDING VALUES

PROFESSIONALISM: At the IIO, each team member is committed to engaging with the community, affected persons, police, and colleagues in a manner that is fair, effective, and compassionate. Staff across all roles uphold the highest standards of integrity and professionalism, guided by the organization's core values. Regardless of their position, every employee plays a vital role in continuously improving the IIO's service to the people of BC.

EXCELLENCE: The IIO is dedicated to continually improving its investigative practices and standards to ensure quality and consistency. Through ongoing, industry-leading training, the IIO team expands its knowledge and skills to address evolving societal needs. The IIO remains committed to strengthening public trust through greater transparency and accountability.

TRUST: Trust is essential to building and maintaining public confidence in police accountability. It is earned through investigations that are independent, thorough, and unbiased. The IIO's "start from zero" approach ensures that each investigation begins without assumptions, focusing solely on uncovering the truth based on the evidence.

COURAGE: The IIO demonstrates courage by conducting every investigation with professionalism, and adherence to best practices, even under difficult circumstances. The team approaches its work with confidence and integrity, ensuring the public can rely on the IIO to act responsibly. The IIO takes responsibility when needed and embraces opportunities for growth and improvement, ensuring the highest standards are met and maintained.

COLLABORATION: The IIO is committed to fostering strong, respectful relationships with the public through proactive, open, and supportive engagement. By creating space for dialogue with stakeholders and communities, the IIO deepens its understanding of public concerns and emerging issues. Internally, respectful communication and a culture of continuous learning drive the IIO's commitment to growth and excellence.



DEVELOPMENTS 2024-2025

INVESTIGATIONS

The IIO is responsible for investigating incidents involving police in BC that result in serious harm or death to determine whether there are reasonable grounds to believe that an officer may have committed an offence.

Under the *Police Act*, police agencies are required to notify the IIO whenever an incident occurs that may fall within its mandate. These notifications are received by the on-call IIO team director, who acts on behalf of the CCD. The team director reviews the information provided to determine whether the incident involves a connection to police actions or inaction, and whether the injury sustained by the affected person meets the legal definition of “serious harm” under the *Police Act*. If both conditions are met, or if additional information is needed to decide, the team director assigns investigative resources and an investigation is launched.

In some files, there is clear and objective evidence to show that the injury does not meet the threshold of serious harm, or that there is no connection to police involvement. These files are typically resolved more quickly through a process called an “addendum.” In an addendum, the investigative team submits a report to the CCD summarizing the key evidence. This allows the CCD to make an informed decision without requiring an intensive file review process. In fiscal year 2024–2025, approximately 86% of IIO investigations were concluded through the addendum process.

The remaining 14% of cases went through the IIO’s file review process, which is used when the available evidence requires further analysis, interpretation, or additional investigative steps to reach a conclusion. During a file review, the investigative team presents all available evidence to the CCD, who with the aid of legal and general counsel, applies relevant legal standards to determine whether an officer may have committed an offence. These investigations often involve expert input, such as forensic reports, use of force reports, ballistics analysis, toxicology results, or autopsy findings, which can extend the duration of the investigation and subsequent file review.

Regardless of whether an investigation is concluded through an addendum or a file review, the CCD ultimately determines whether reasonable grounds exist to believe that an offence occurred. If reasonable grounds are found to exist, the CCD may refer the case to Crown Counsel for charge assessment. If the case is not referred to Crown Counsel, the IIO concludes the investigation by reporting in a manner that best balances transparency and the public interest with the privacy rights of the individuals involved.

More information on the IIO’s [public reporting](#) and [referrals to Crown Counsel](#) can be found in later sections of this report.

ADVICE FILES

The IIO often receives notifications regarding incidents that are not under IIO jurisdiction, such as injuries that do not meet the definition of serious harm, as defined by the *Police Act*, or where the serious harm or death is not related to the action or inaction of any police officer. These notifications may come from police, the affected person or their family, or another party.

In these cases where it is immediately apparent that a matter is not subject to IIO investigation, the on-call team director will assign a file number for administrative purposes. These are called advice files, and very little, if any, investigative work is undertaken in these cases. If applicable, the notifier may be given the contact information of another oversight or investigative agency as appropriate.

In fiscal year 2024-2025, 129 advice files were logged. Advice files are excluded from IIO statistics as they do not meet the IIO's mandate and, as such, little to no investigative work is conducted.

FILE NUMBERS

In fiscal year 2024-2025, the IIO received 303 notifications of incidents that might be subject to an IIO investigation. Of those 303 notifications, 174 investigations were launched. The remaining 129 notifications were classified as [advice files](#).



OPEN INVESTIGATIONS

At the end of fiscal year 2024-2025 (as of March 31, 2025), 49 investigations remained open and ongoing. Forty-four (90%) of these investigations were opened during fiscal year 2024-2025 and have been ongoing for less than one year. One investigation (2%) remains open from fiscal year 2020-2021, and four (8%) are from the previous fiscal year (2023-2024).

CONCLUDED INVESTIGATIONS

During fiscal year 2024-2025, the IIO concluded 195 investigations.³ Basic information, such as the incident date, involved agency, location, serious harm or death classification, and status, are provided to the public on the [IIO website's cases page](#). Additional detailed information regarding concluded investigations was made public in many cases, including:

- Concluding media releases published: 42
- Public reports published: 47
- Referrals to Crown Counsel: 12

For more information regarding the IIO's public reporting (including media releases and public reports), please see the section below on [public reporting](#). For more information regarding referrals to Crown Counsel, please see the section on [referrals](#) below.

³ The 195 concluded investigations may have been opened in fiscal year 2023-2024 or any year prior.

NOTIFICATION TIME

Section 38.09 of the *Police Act* requires officers to immediately notify the IIO if a person may have died or suffered serious harm as a result of the actions of an officer, whether on or off duty.

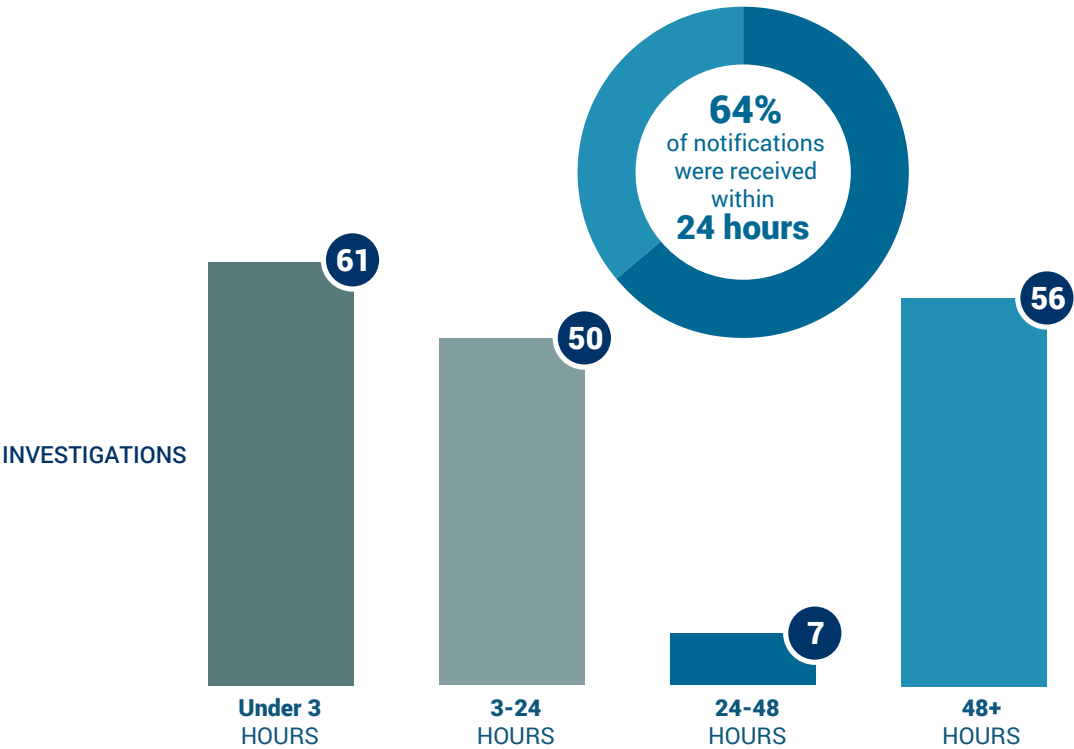
Of the 174 investigations commenced in fiscal 2024-2025, the IIO was notified within 24 hours of an incident occurring in 64% of cases.

The IIO was notified of 61 (35%) incidents within three hours, and 50 (29%) were reported between three and 24 hours after they occurred. The IIO was notified of an additional seven incidents (4%) between 24 and 48 hours after they occurred and more than 48 hours after the incident in 56 cases (32%).

In cases where the IIO was not notified by the involved police agency, the report may have come from a variety of sources, including the affected person, their family, others in the community, another service provider, such as the BC Coroners Service,⁴ or another oversight agency such as the Office of the Police Complaint Commissioner.

There are reasonable explanations for a police agency to not have notified the IIO at the time of an incident. In most cases, the involved agency was unaware of the injuries or their seriousness at the time of the incident. In other cases, such as when a notification comes from the BC Coroners Service, the police may be unaware that a person they had contact with has subsequently died.⁵

TIME BETWEEN WHEN AN INCIDENT OCCURRED AND IIO NOTIFICATION



4 Police in BC do not automatically attend every death and therefore may not be aware that someone they had contact with had died shortly after their attendance.

5 Police in BC do not automatically attend every death and therefore may not be aware that someone they had contact with had died shortly after their attendance.

FILES BY REGION

BC can be categorized into four regions based on its population and geography: Lower Mainland, Island, Southeast, and North. By comparing different parts of BC relative to the population that lives there, the IIO can provide a clearer picture than the number of investigations alone.

Every IIO investigation has at least one involved police agency, which is the home agency of the subject officer. The subject officer is the officer or officers whose actions or inaction are the subject of the IIO investigation. In some cases, there is more than one subject officer, each from different detachments or agencies. Therefore, the number of involved agencies may not equal the number of IIO investigations.

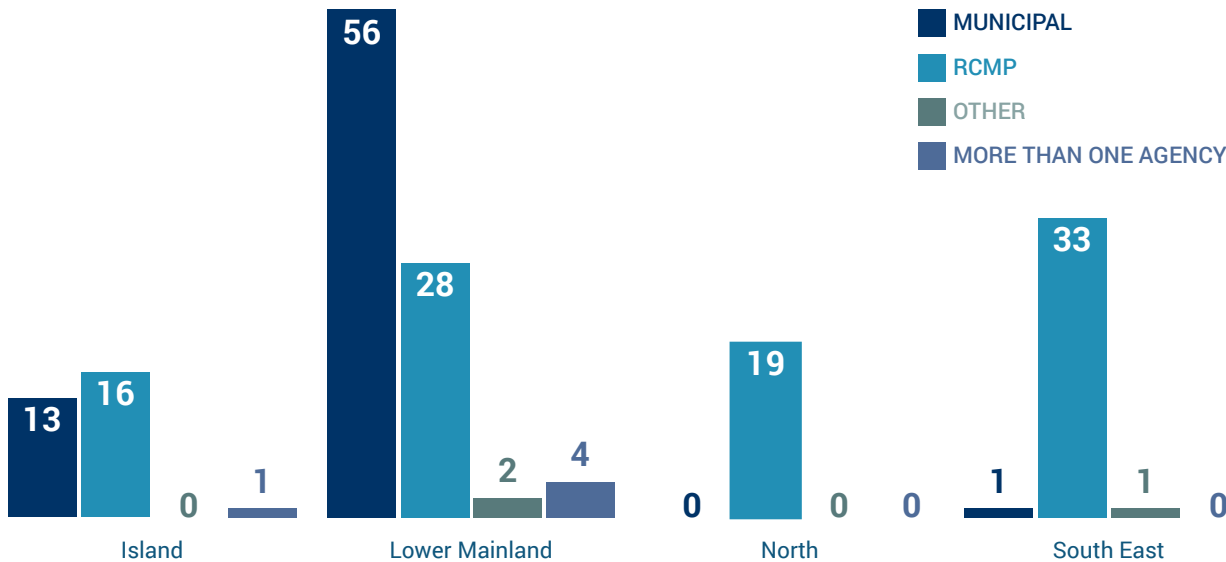
In addition to the many RCMP detachments in BC, there are 12 municipal police services⁶. In fiscal 2024-2025, 96 of the 174 new investigations involved the RCMP, 70 involved members of a municipal police service, three involved an agency classified as “other,” and five incidents involved more than one agency. Agencies classified as “other” include two files with

the Metro Vancouver Transit Police and one with a conservation service.

The graph below shows the number of investigations undertaken by region and by agency type. As the majority of the BC population resides in the lower mainland, the number of IIO investigations is also higher.



DISTRIBUTION BY REGION, BY AGENCY TYPE

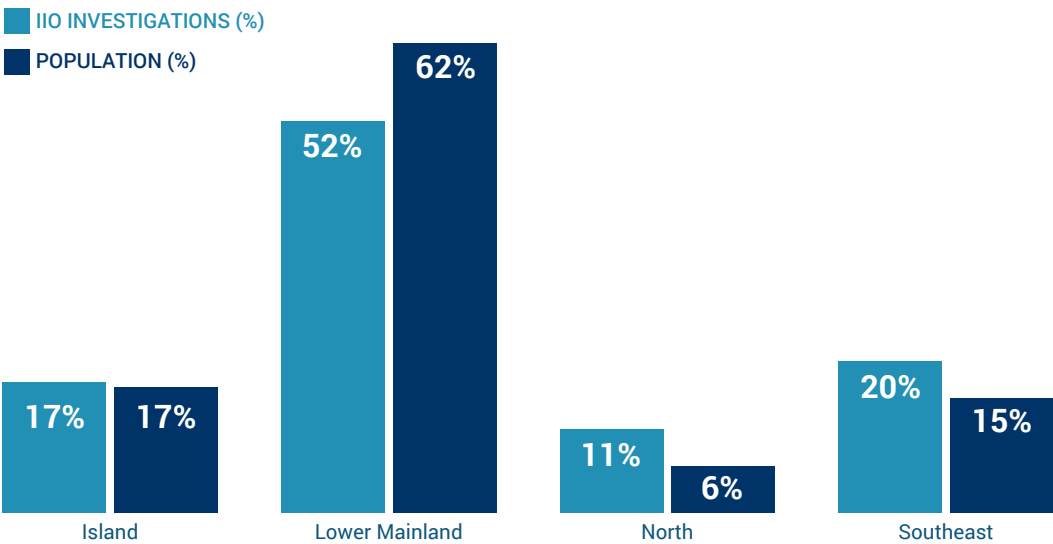


⁶ The 12 municipal police agencies in BC are: Abbotsford, Central Saanich, Delta, Nelson, New Westminster, Oak Bay, Port Moody, Saanich, Surrey, Vancouver, Victoria, and West Vancouver.

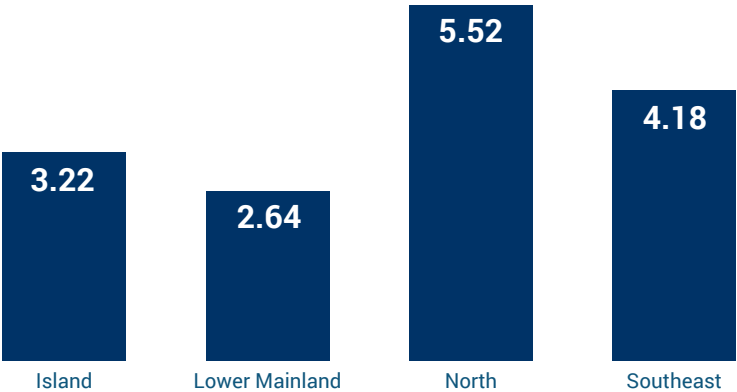
The charts below help us to further compare the frequency of IIO investigations and the number of people who live in the region. The first chart shows the percentage of IIO investigations that occurred in each region and compares it to the percentage of BC’s population that lives in that region, while the second shows how many IIO investigations occurred per 100,000 people in a region. Combined, these charts show us that the fewest IIO investigations relative to population occurred in the lower mainland region, while the highest was in the north region.

This result is aligned with previous years, and while the north remains the region with the highest frequency of incidents under IIO investigation compared to the population, it is lower this year than it has been in previous years. In fiscal year 2023-2024, for example, the rate per 100,000 of the population was 6.68 compared to the current fiscal year rate of 5.52.⁷

PERCENTAGE OF IIO INVESTIGATIONS COMPARED TO PERCENTAGE OF BC POPULATION, BY REGION



NUMBER OF IIO INVESTIGATIONS PER 100,000 PEOPLE, BY REGION



7 While the number of IIO investigations per 100,000 of population reported for the north region in the IIO’s 2023/2024 annual report was 6.63, the IIO recalculates these figures with the latest population data when it is updated annually by the Ministry of Public Safety and Solicitor General at the end of the following calendar year (e.g., population data for 2023 became available in December 2024). Therefore, the corrected value using 2023 population data is 6.68. <https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/publications/statistics/bc-police-resources-2023.pdf>.

FILES BY CLASSIFICATION

IIO investigations are categorized into eight classifications, based on the primary mechanism of injury or death:

-  **Conducted Energy Weapon (CEW, or Taser)**
-  **Firearm**
-  **Medical**
-  **Motor Vehicle Incident (MVI)**
-  **Other**
-  **Police Service Dog (PSD)**
-  **Self-Inflicted**
-  **Use of Force**

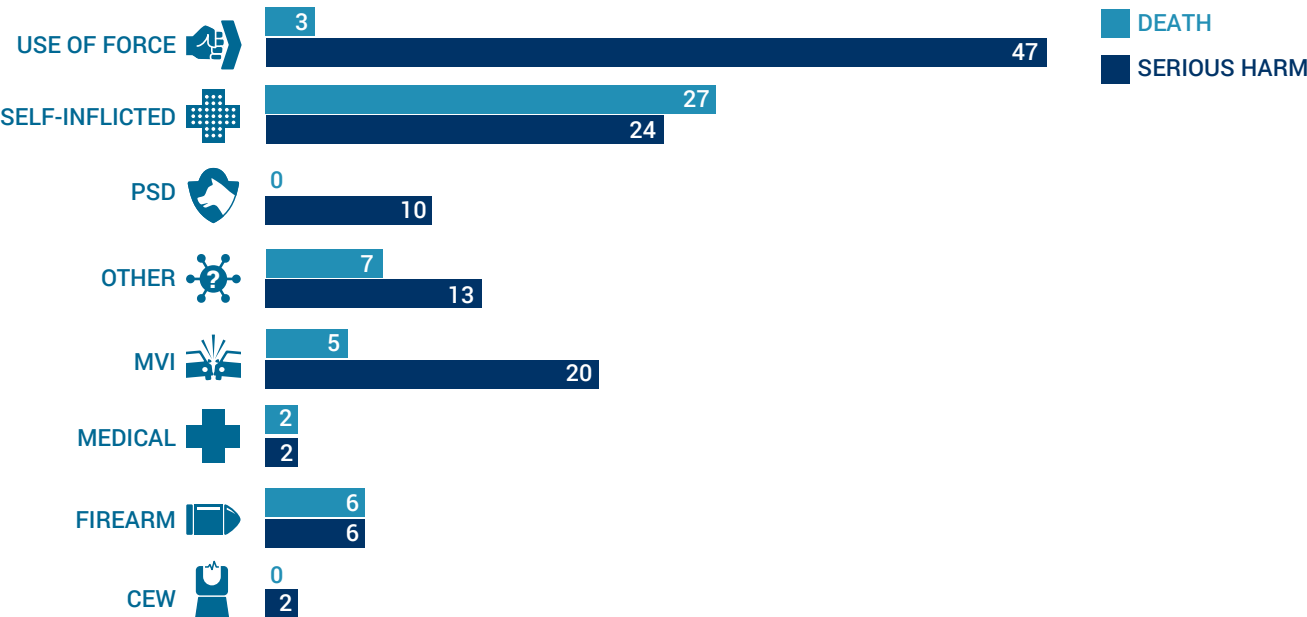
For instance, if a person is involved in a motor vehicle incident, then arrested with the assistance from a police service dog, and the affected person’s injuries are from the dog and not the collision, this would be classified as a police service dog file.

A file is classified as other in cases where the death of, or the injury to, the affected person does not fit into any other category, or if the cause could have been more than one thing. In the above example, if investigators were unable to determine if the serious harm the affected person sustained was due to the collision or the dog, this would be classified as other.

The “self-inflicted” classification includes any serious harm or death that is most appropriately attributable to the decisions made and/or actions taken by the affected person.

As in previous years, the self-inflicted classification is the largest at 29.3%, closely followed by use of force at 28.7%. The most common classification for death investigations was self-inflicted (54%), and use of force was the most common classification for serious harm.

INVESTIGATIONS BY CLASSIFICATION





FIREARM FILES

There were 12 investigations into police-involved shooting, or firearm, incidents in fiscal year 2024-2025, which is a 25% decrease from last fiscal year when there were 16 new investigations.

Six firearm incidents resulted in death, while the other six resulted in serious injuries.

As of March 31, 2025, eight of the 12 firearm investigations opened this fiscal year were still in progress. Four have been concluded: two with public reports, and two with media releases. These media releases informed the public that the matter was not being referred to Crown Counsel for consideration of charges and that a public report would not be issued until the conclusion of concurrent court proceedings related to the incident.

For information regarding the ethnicity of Affected Persons, please see [page 25](#). For more information on the files in the firearms classification, please refer to [Appendix B](#) of this report.

INCIDENTS IN POLICE CELLS

In fiscal year 2024-2025, two affected persons died either in a police detachment cell or in a medical facility after being transferred there from cells. Both affected persons were men. Both investigations are still in progress.

In addition to the two deaths, nine affected persons were injured while in police cells. Two investigations are ongoing, one was closed with a media release, and four were closed without a public report or a media release.

IIO POLICE-INVOLVED SHOOTING INVESTIGATIONS





PUBLIC REPORTING

Transparency is an essential component of effective oversight, and the IIO puts this into practice with a robust process for public reporting. Balancing the privacy rights of involved parties, the IIO works to make as much information public as possible while ensuring the integrity of all investigations is beyond reproach. The IIO's public reporting includes the information available on our website, particularly the cases page, public reports, media releases, and other publications such as this annual report.

The IIO's cases page, for example, includes a list of all IIO investigations with their file number, date, the involved agency, location, whether the investigation is examining serious harm or death, and the current status of the investigation. In many cases, there will also be one or more media releases published to provide a description of the circumstances. When a media release has been published about an investigation, the IIO ensures that the public is also notified of how the matter is concluded, either with a

concluding media release, a public report, or a media release stating the investigation has been referred to Crown Counsel for consideration of charges.

Public reports or concluding media releases are published in cases where the CCD finds that there are no grounds to believe that any officer has committed an offence. A public report is more detailed and includes a description of the incident and actions of involved parties, what evidence was obtained and considered, and the legal rationale behind the CCD's decision. In cases where there are elevated privacy interests and/or lower public interest, such as in cases concerning suicide, the CCD may instead direct a concluding media release be published. Concluding media releases have the same core components of a public report but are less detailed and are deemed more appropriate in those cases.

In fiscal year 2024-2025, the IIO published 47 public reports and 42 concluding media releases.⁸

⁸ Public reports and concluding media releases may be regarding files opened during fiscal year 2024-2025 or any year prior.



Investigations Concluded	195
Concluded with Public Report	47
Concluded with Media Release	42

In some cases, the circumstances may be such that the privacy interests outweigh the public interest altogether, and in these cases the IIO will conclude the investigation without making any information public beyond what is available on the IIO's cases page.

The involved parties – particularly the affected person(s) or their family, the involved officer(s) and the police agency – will always be notified of the outcome of an investigation.⁹ If requested, a member of the investigative team will meet with the affected person, their family, the involved officers, community representatives or members of the media to answer any remaining questions.

If the CCD determines that there are reasonable grounds to believe that an offence may have been

committed, the investigation may be referred to Crown Counsel for consideration of charges. In this case, the IIO will typically publish a media release to advise the public of this decision. Such releases include a brief description of the incident and which aspect the CCD considers an offence may have been committed. For example, the release may state the matter is being referred in relation to use of force, or concerning driving offences. This fiscal year, the IIO published 11 referral media releases.

All information the IIO has made public about any investigation can be found on the IIO website.¹⁰

For a year-over-year comparison of the IIO's public reporting, please see [page 14](#).

⁹ Unless they have requested not to be, or their contact information has changed and the IIO is unable to contact them.

¹⁰ <https://iiobc.ca/>



REFERRALS TO CROWN COUNSEL

If the CCD determines, based on the available evidence, that there are reasonable grounds to believe that an officer may have committed an offence during an incident, the CCD may refer the matter to Crown Counsel for consideration of charges. The IIO will typically publish a media release to advise the public of a referral.

The BC Prosecution Service will review the investigative file and apply a two-part test to determine if charges will be approved. To approve charges, Crown Counsel must be satisfied that:

- there is a substantial likelihood of conviction based on the evidence, and
- that a prosecution is required in the public interest.

If charges are approved, the BC Prosecution Service will usually publish a media release that briefly summarizes the incident, names the officer and states what charges have been laid against them. The matter will then proceed through an appropriate court process.

In cases where the BC Prosecution Service finds the two-part test is not met and does not approve charges, they will generally publish a clear statement. Clear statements are similar to the IIO's public reports, and provide a detailed narrative of the incident, available evidence, and legal principles applied in arriving at their decision.

In fiscal year 2024-2025, the IIO referred 12 investigations to Crown Counsel for consideration of charges.¹¹

For a year-over-year comparison of files referred to Crown Counsel, please see [page 18](#). For information regarding the ethnicity of affected persons involved in investigations that were referred to Crown Counsel this fiscal year, please see [page 25](#). For more information on the specific files that were referred, please refer to [Appendix B](#) of this report.



12
Cases referred to
Crown Counsel

¹¹ The 12 investigations referred may have been opened during the 2024-2025 fiscal year, or any prior year.

YEAR-OVER-YEAR COMPARISONS

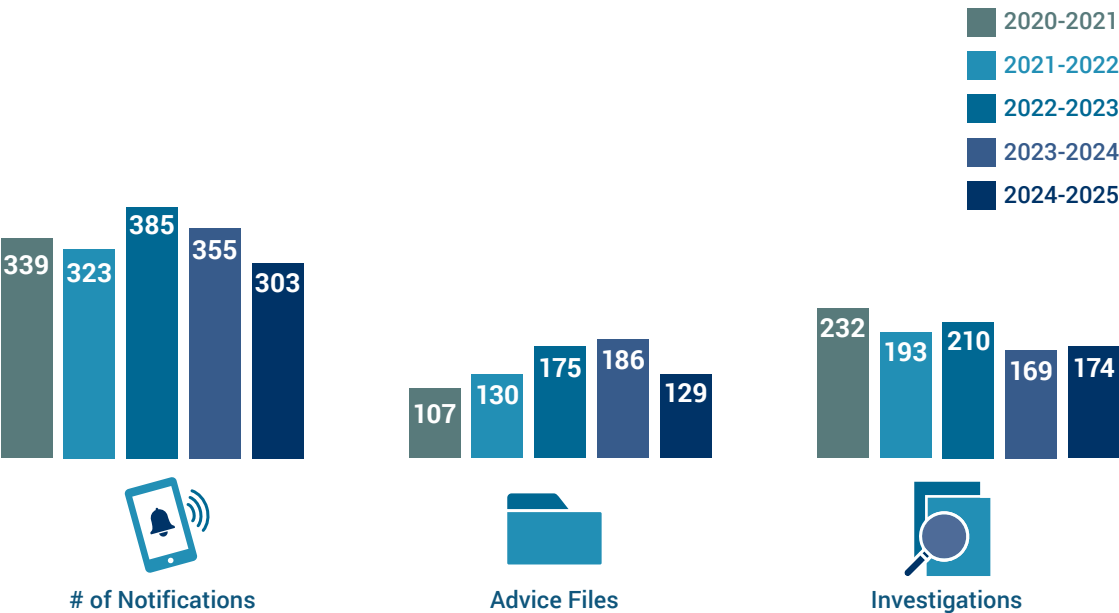
OVERALL IIO CASELOAD

The chart below shows the number of notifications, advice files, and investigations commenced over the last five fiscal years.

Compared to last fiscal year, the IIO received fewer notifications overall but opened more new investigations. The number of notifications has decreased by almost 15%, while the number of new investigations has increased by about 3%. The proportion of notifications classified as [advice files](#) has decreased from 52% last year to just 43% this year. This represents that proportionally more notifications are leading to investigations compared to last year's data.

The increase in the proportion of advice files over the prior two-to-three years was in part attributed to the implementation of a 2022 policy which clarified the definition of an advice file. Application of this policy was subsequently clarified with the expectation that the percentage of advice files would decrease again over time.¹² This year's data reflects that the clarification is having the desired impact.

YEAR-OVER-YEAR CASELOAD COMPARISON



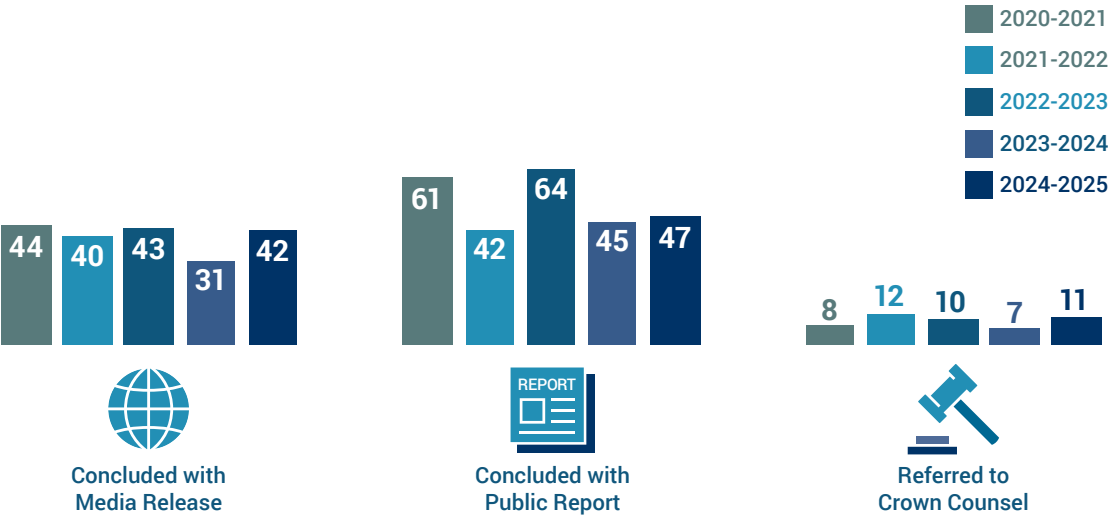
¹² The 2022 policy is available on the IIO's website: https://iiobc.ca/app/uploads/sites/472/2022/03/5170-Concluding-Investigations-by-Addendum-in-particular-Suicide_Self-inflicted-Harm-Notifications.pdf

PUBLIC REPORTING

In fiscal year 2024-2025, the IIO closed 100 investigations with some form of public reporting, such as public reports, concluding media releases, and referrals to Crown Counsel.¹³ The graph below shows a year-over-year comparison of each category.

More concluding media releases and public reports were issued during this fiscal year compared to last year, and this highlights the IIO's ongoing commitment to transparency.¹⁴

YEAR-OVER-YEAR COMPARISON OF PUBLIC REPORTING



REFERRALS TO CROWN COUNSEL

In fiscal year 2024-2025, the IIO referred 12 investigations to Crown Counsel for consideration of charges.¹⁵ The chart below shows the number of referrals the IIO has submitted over the last five fiscal years.

IIO REFERRALS TO CROWN COUNSEL

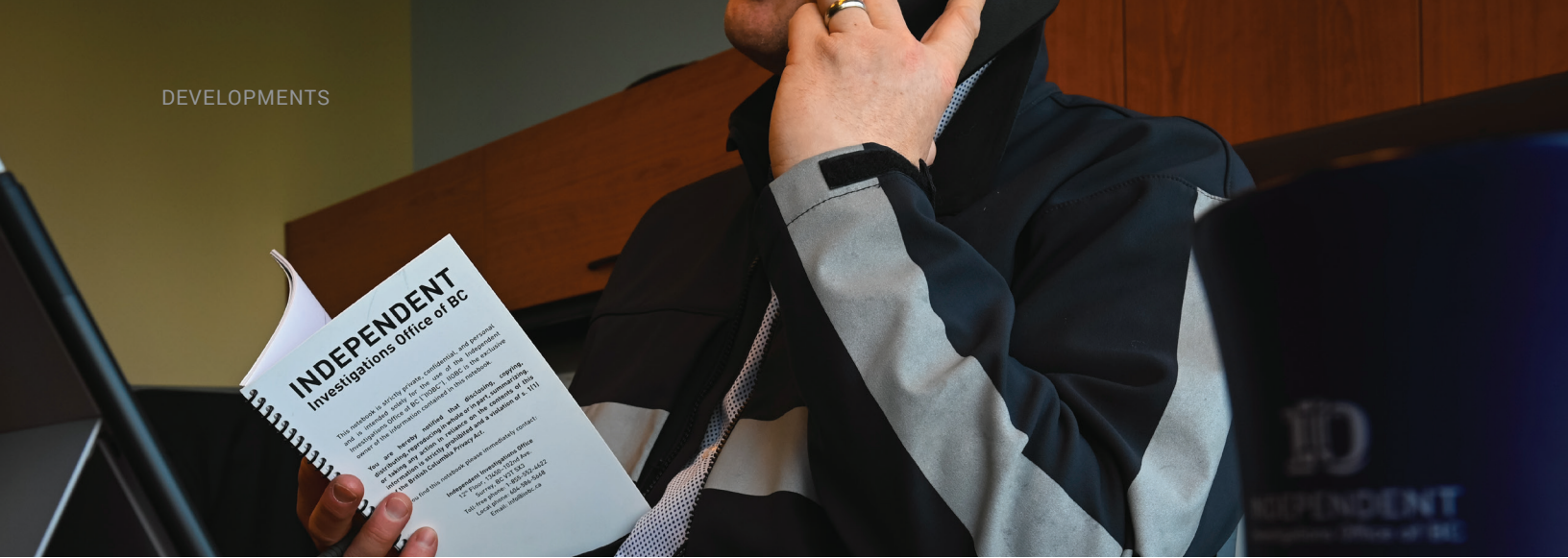


INVESTIGATIONS REFERRED

13 Twelve investigations were referred to Crown Counsel for consideration of charges. Eleven related media releases were published.

14 Eleven media releases were made about referrals to the BC Prosecution Service. There were 12 referrals overall.

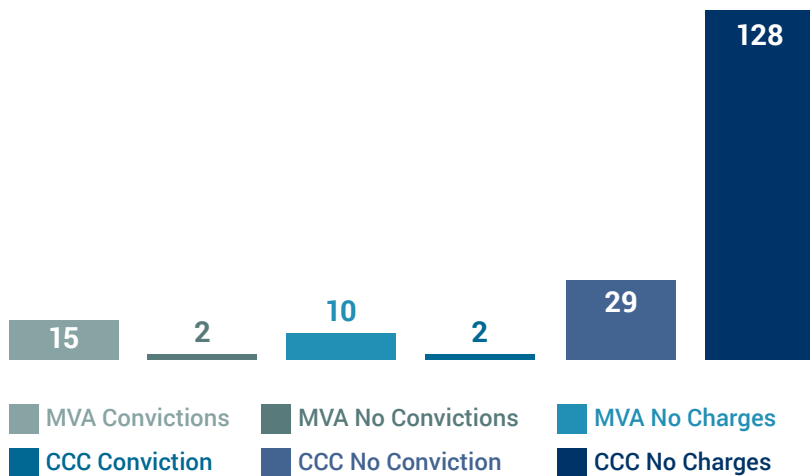
15 The 12 investigations that were referred may have been opened in fiscal year 2024-2025 or any prior year.



The number of convictions resulting from IIO investigations is of significant public interest, and the graph below reflects the number of convictions for *Motor Vehicle Act* offences, Criminal Code of Canada convictions, as well as the number of decisions not to convict an officer. It is important to note that neither the number of files referred to Crown Counsel for consideration of charges, nor the number of cases in which charges are approved, are measures of the IIO's success as a civilian oversight agency. Using this as a measure of the IIO's performance presumes that all police actions or inactions are wrong and are never legally justifiable; instead, the IIO is successful by conducting thorough, fair, and timely investigations, and reporting to the public on the outcomes of those investigations. Demonstrating the thoroughness of IIO investigations by transparently reporting on how an investigation has concluded allows the IIO to fulfill an essential role in appropriate police accountability in BC.¹⁶

More detailed information regarding IIO investigations that were referred to Crown Counsel can be found in [Appendix B](#) of this report.

NUMBER OF MOTOR VEHICLE ACT AND CRIMINAL CODE OF CANADA CONVICTIONS, NO CONVICTION, AND NO CHARGE DECISIONS, BY OFFICER



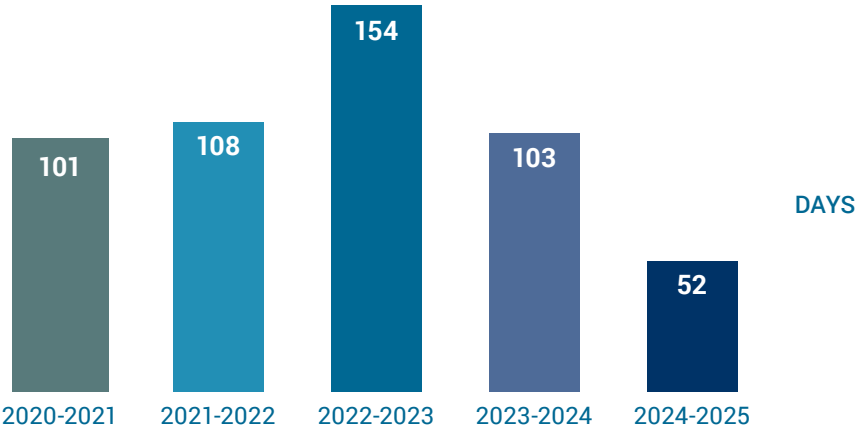
¹⁶ This graph reflects the number of officers charged related to an IIO referral rather than the number of IIO files referred for consideration for charges. Therefore, the number of charges does not equal the number of investigations referred each year. Convictions include guilty findings by the courts, guilty pleas, and guilty pleas to lesser charges. No convictions include stays of proceedings, not guilty and acquittal findings. This graph does not include cases that are still pending charges assessment or that are still before the courts.

TIMELINESS

Timeliness is as critical a component for civilian oversight of law enforcement as it is in the broader justice sector. Everyone impacted by an incident under IIO investigation, including affected persons and families, community groups, police agencies and officers, and the broader public, are best served by thorough and timely oversight investigations.

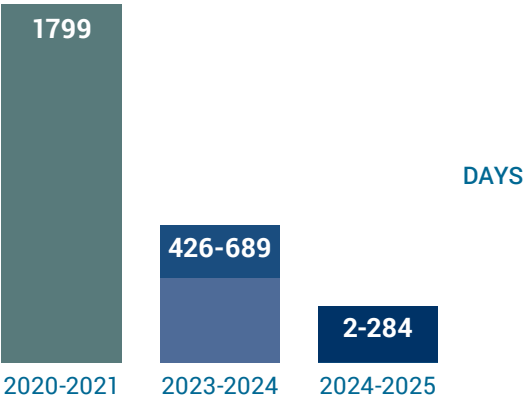
The IIO measures timeliness as the average number of days to conclude an investigation. The chart below reflects this average and includes only data on investigations that were closed on or before March 31, 2025. Therefore, as [open files](#) continue to close, the average number of days will increase until all files from a given year have concluded.¹⁷

AVERAGE NUMBER OF DAYS TO CONCLUSION, CORRECTED TO MARCH 31 OF EACH YEAR



As noted in the [open files](#) section of this report, there were 49 investigations still in progress at the end of this fiscal year – 44 from 2024-2025, four from 2023-2024, and one from 2020-2021. As of March 31, 2025, the range of the number of days these files have been open are shown in the graph below.

DATE RANGES FILES HAVE BEEN OPEN BY FISCAL YEAR



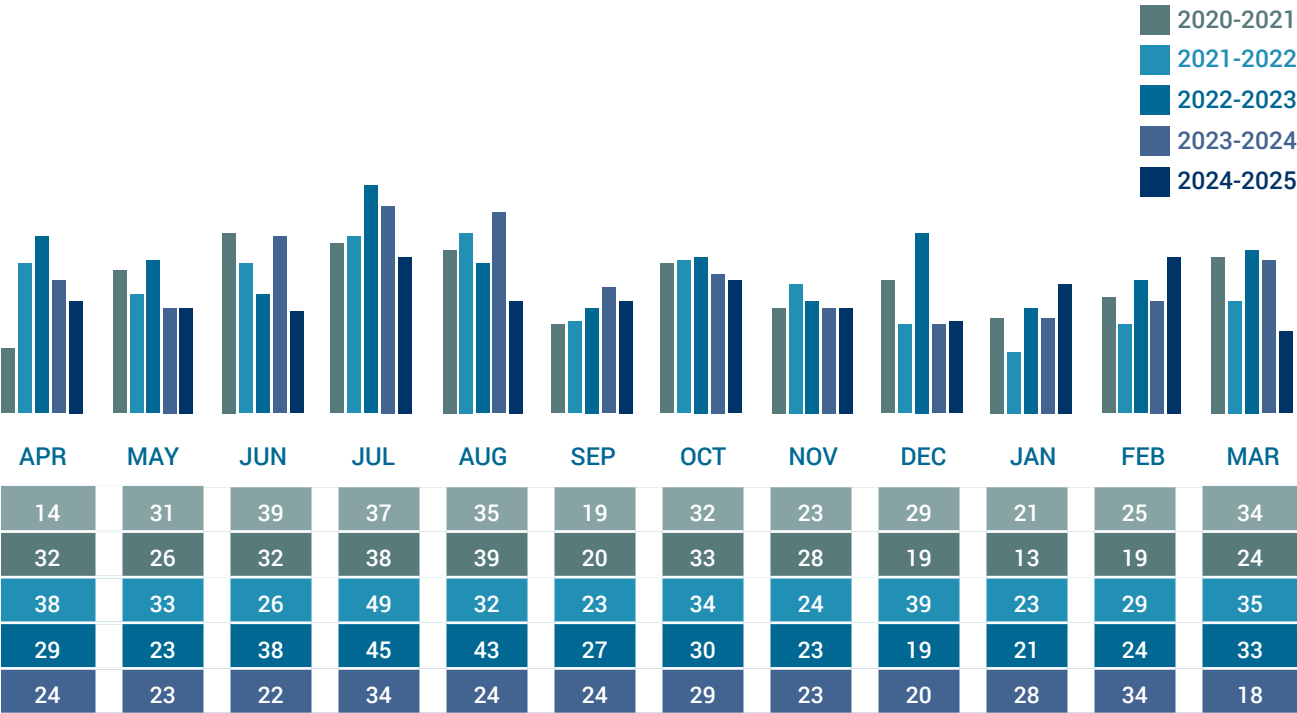
¹⁷ This graph includes the average days to conclude investigations that were concluded on or before March 31, 2025. Open investigations are not included.

NOTIFICATIONS

The IIO received 303 notifications in fiscal year 2024-2025 which is 15% lower than last fiscal year.

In prior years, the IIO has received the most notifications in July and August, but this year, July and February saw the highest number of new notifications.

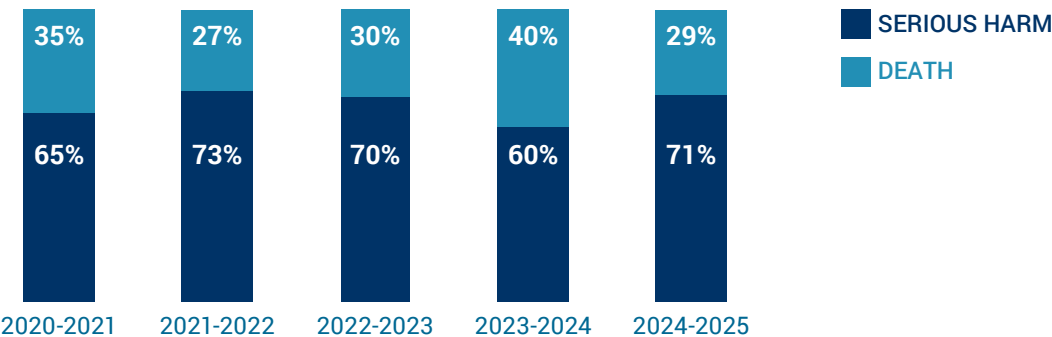
DISTRIBUTION OF NOTIFICATIONS RECEIVED PER MONTH



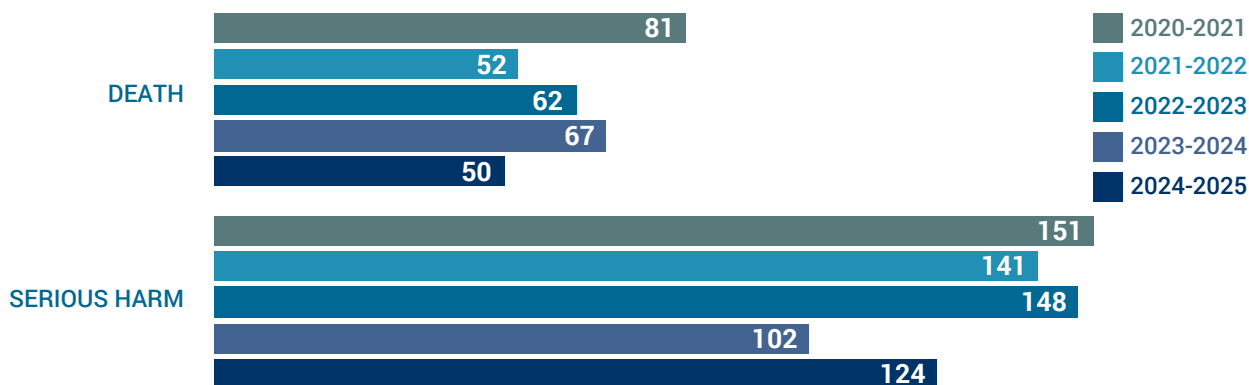
SERIOUS HARM & DEATH INVESTIGATION COMPARISON

After an unusually high percentage of death investigations last year, the chart below shows that, in this fiscal year, the ratio has returned closer to 30% death, and 70% serious harm investigations. This is more closely aligned with prior years.

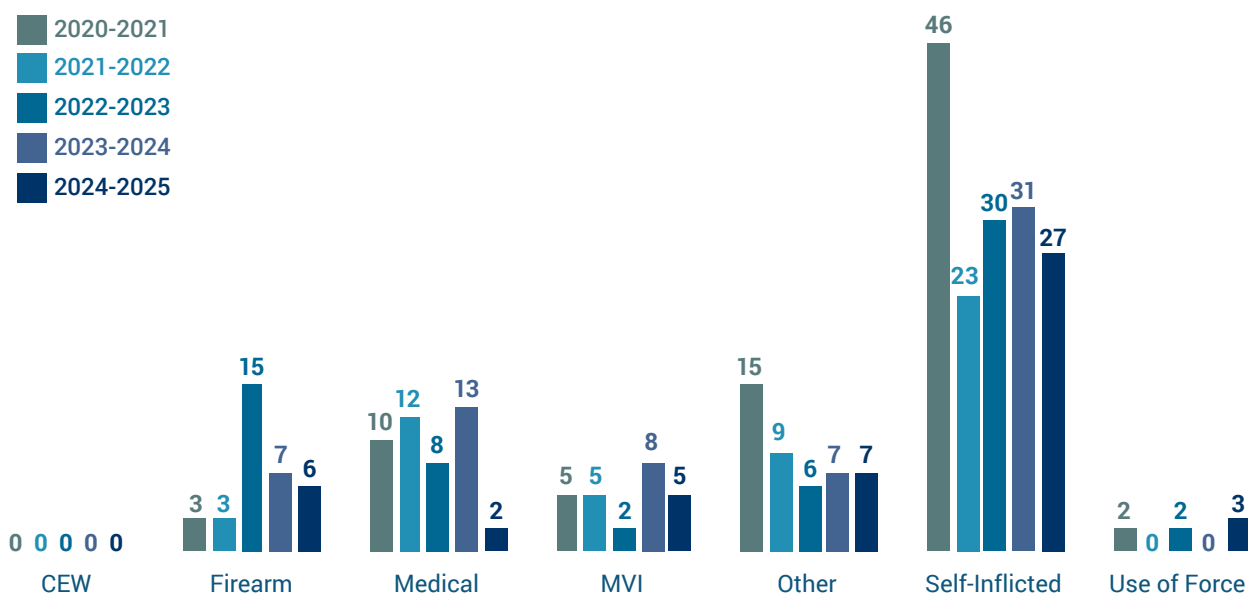
PERCENTAGE OF IIO INVESTIGATIONS CLASSIFIED BY SERIOUS HARM OR DEATH, BY FISCAL YEAR



NUMBER OF IIO INVESTIGATIONS CLASSIFIED AS SERIOUS HARM OR DEATH, BY FISCAL YEAR



DEATH FILE CLASSIFICATIONS, YEAR-OVER-YEAR COMPARISON



The self-inflicted classification continues to be the largest category of deaths, and this is aligned with prior years. For statistical purposes, the IIO defines self-inflicted deaths as those related to the actions or decisions of the affected person and includes deaths such as suicides. The second largest category this year was other, followed by firearm.

For more information on firearm files, please refer to the [firearm](#) section.

AFFECTED PERSONS

An affected person is the person who was seriously harmed or died in a police-involved incident. The IIO collects gender data voluntarily from affected persons directly or from available records. In the 174 investigations undertaken this year, there were 184 affected persons. The affected person’s gender was unknown in two cases, and one woman’s age is unknown. The analysis that follows therefore includes data from 181 affected persons.

The IIO’s two full-time affected persons liaisons are the main points of contact for affected persons and their families and will work with them to provide updates, answer questions, and make referrals to services such as counselling.



AGE & GENDER DISTRIBUTION

The table below depicts the age and gender of the 181 affected persons this fiscal year. In summary, 40 affected persons identified as women, 141 as men, and none identified as gender diverse.

Affected persons this year were 78% men and 22% women and were an average of 40 and 38 years old, respectively. The ages of men ranged from 14 to 69 years old, while women ranged from 16 to 90 years old.

Age	Woman	Man	Gender Diverse	Total
10-14	0	1	0	1
15-19	5	4	0	9
20-24	3	4	0	7
25-29	3	13	0	16
30-34	6	20	0	26
35-39	3	23	0	26
40-44	6	29	0	35
45-49	3	16	0	19
50-54	3	11	0	14
55-59	4	9	0	13
60-64	1	7	0	8
65-69	1	4	0	5
70-74	1	0	0	1
75-79	0	0	0	0
80-84	0	0	0	0
85-89	0	0	0	0
90-94	1	0	0	1
TOTAL	40	141	0	181

PERSONS IN CRISIS

Forty-six of the 184, or 25%, of affected persons in fiscal year 2024-2025 were determined to be persons in crisis at the time of the incident.

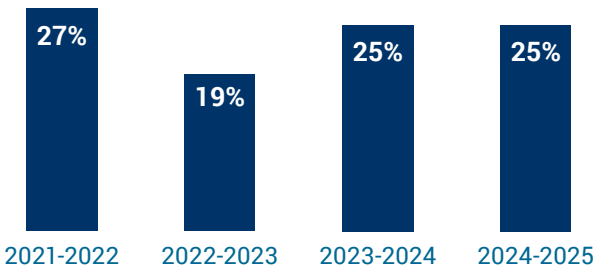
Retired Supreme Court Justice Frank Iacobucci, in his 2014 review, “Police Encounters with People in Crisis,” provided the following guidelines to determine if a person is in crisis.¹⁸

If the person was in crisis immediately prior to or during the interaction with police, one or more of the following must be observed:

- Their behaviour brought them into contact with police because of a need for urgent care within the mental health system;
- Police were contacted to protect the affected person or those around them because the affected person was in a mental or emotional crisis;
- They displayed erratic, threatening, or dangerous behaviour;
- They were, or appeared to be, mentally ill; or
- The affected person was described as emotionally disturbed by police and/or other witnesses.

Fiscal year 2024-2025 is the fourth year the IIO has reported on person in crisis data, and the percentage of persons in crisis among affected persons is the same this year compared to last year.

YEAR-OVER-YEAR COMPARISON OF THE PERCENTAGE OF PERSONS IN CRISIS



ETHNICITY

In fiscal year 2024-2025, ethnicity data is available for 181 individuals as shown in the table below.¹⁹ The three largest ethnic groups were white (53%), Indigenous (18%), and south Asian (5%). The same three groups also represented the most common ethnicities last fiscal year.

Ethnicity—Men	
Asian	1
Black	3
Latin—Central & South America	3
Indigenous	25
Middle Eastern	1
South Asian	7
White	76
Unknown	25
Total	141

Ethnicity—Women	
Asian	3
Black	2
Latin—Central & South America	1
Indigenous	7
Middle Eastern	0
South Asian	2
White	19
Unknown	6
Total	40

18 https://www.torontopolice.on.ca/publications/files/reports/police_encounters_with_people_in_crisis_2014.pdf

19 Data is self-reported or from other sources such as medical records.

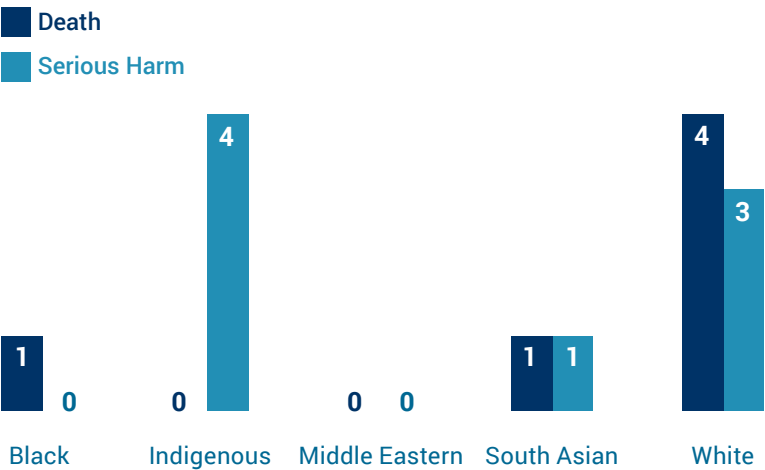
About 6% of BC’s population identify as Indigenous, according to census data.²⁰ Given that 18% of affected persons were Indigenous, the data suggests that Indigenous Peoples continue to be overrepresented in police-involved incidents resulting in serious harm or death, compared to the percentage of the population they represent. If those with unknown ethnicities were excluded from this analysis (e.g., of the 150 affected persons with known ethnicities), the percentage of affected persons who identify as Indigenous increases to over 21%.

Ethnicity of Affected Persons in Firearm Files

The IIO undertook investigations into 12 firearm incidents in fiscal year 2024-2025 which involved 14 affected persons. Seven were white, four were Indigenous, one was black and two were south Asian. Four were women, and the rest were men.

The graph below shows how many affected persons of each ethnicity were seriously harmed or died in a firearm incident. Indigenous Peoples represented almost 29% of affected persons involved in firearm files, again reflecting that Indigenous Peoples are overrepresented in this classification.²¹

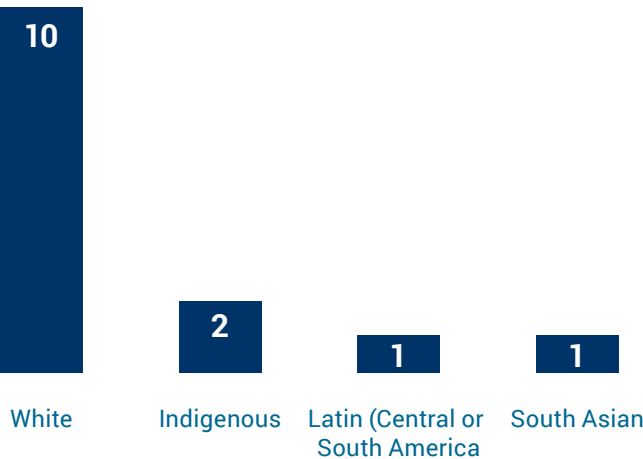
ETHNICITY OF AFFECTED PERSONS IN IIO FIREARM INVESTIGATIONS IN FISCAL YEAR 2024-2025



Ethnicity of Affected Persons in IIO Investigations Referred to Crown Counsel

Twelve investigations were referred to Crown Counsel for consideration of charges after the CCD determined there may be reasonable grounds to believe an officer may have committed an offence. These incidents involved 14 affected persons – 10 were white, two were Indigenous, one was Latin (central or south American), and one was south Asian.

ETHNICITY OF AFFECTED PERSONS IN FILES REFERRED TO CROWN COUNSEL IN FISCAL YEAR 2024-2025



20 <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=British%20Columbia&DGUIDlist=2021A000259&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

21 <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=British%20Columbia&DGUIDlist=2021A000259&GENDERlist=1,2,3&STATISTIClist=1,4&HEADERlist=0>

SUBJECT OFFICERS

A subject officer is the officer whose actions or inaction the IIO is investigating to determine if there may be reasonable grounds to believe an offence has been committed. In some cases, there may be more than one subject officer, for example if more than one officer used force that could have caused the injury or death that occurred. In other cases, no subject officers are designated if there is not enough of a connection between any actions or inaction and the harm or death.

There were 73 subject officers designated in fiscal year 2024-2025.

The *Canadian Charter of Rights and Freedoms* (Charter) protects Canadians, including police officers, from having to make statements that may be self-incriminating. This legal principle means that subject officers are not compelled to submit any information to IIO investigations.

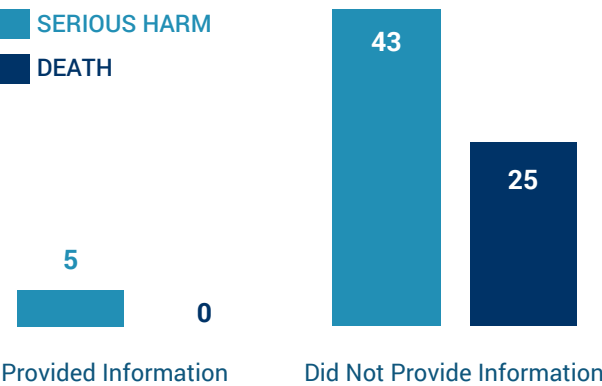
Of the 73 designated subject officers, two voluntarily provided a verbal interview, and three granted access to their notes or other evidence. This represents about 7% of subject officers who voluntarily provided evidence to IIO investigations, a decrease from last year when 13% of subject officers provided evidence.

Forty-eight (66%) designated subject officers were involved in incidents that resulted in serious harm, and 47 are men. One subject officer is a woman.

Twenty-five (34%) designated subject officers were involved in files resulting in deaths. All 25 subject officers are men.

The chart below shows the number of designated subject officers who provided information to an IIO investigation by serious harm or death classification.

SUBJECT OFFICERS WHO PROVIDED INFORMATION TO AN IIO INVESTIGATIONS



OPERATING BUDGET

The IIO's budget for fiscal year 2024-2025 was \$12.4 million, and actual expenditures totalled just under \$13.9 million. A summary of the budget and actuals is provided below, and a brief explanation of any variance greater than 10% is noted.

Expenditure Type	2023-2024		2024-2025	
	Budget	Actuals	Budget	Actuals
Salary and Benefits	9,131,000	9,622,666	9,995,000	11,140,760 ²²
Travel Expenses	154,000	223,082	154,000	291,669 ²³
Contracts	284,000	218,312	284,000	198,855 ²⁴
Information Technology	915,000	1,322,856	915,000	1,186,631 ²⁵
Office/Business Expenses	317,000	319,150	317,000	252,484 ²⁶
Operating Expenses	96,000	171,140	96,000	132,880 ²⁷
Amortization	459,000	95,203	459,000	78,655 ²⁸
Building Occupancy Charges	123,000	445,529	123,000	530,039 ²⁹
Other	88,000	62,546	88,000	78,872 ³⁰
Recoveries	(3,000)	0.00	(3,000)	0
Total	11,564,000	12,480,484	12,428,000	13,890,846

22 Variance due to IIO reaching almost a full complement of staff including expanding the investigations teams to four teams.

23 Variance reflects the required travel that investigators must do when they are deployed throughout the province. Part of the travel expenses was also mandatory training for remote (regional) investigators.

24 Variance due to reduction in contracted forensic analysis and media communications back up.

25 Variance due mainly to technology related costs for hardware and software. The total cost reflects increased technology (laptop, cell phone, etc.) for additional staff but offset by a change in data storage frequency.

26 Variance due to overall reduction in office and business-related expenses.

27 Variance due to repairs/maintenance of aging vehicles.

28 Variance due to the deferral of vehicle purchases and therefore amortization is not being used fully.

29 Variance due to Building Occupancy charges for new regional office in Nanaimo, BC.

30 Variance due to decrease in uniform clothing and safety equipment requirements.

PROGRAM AREAS

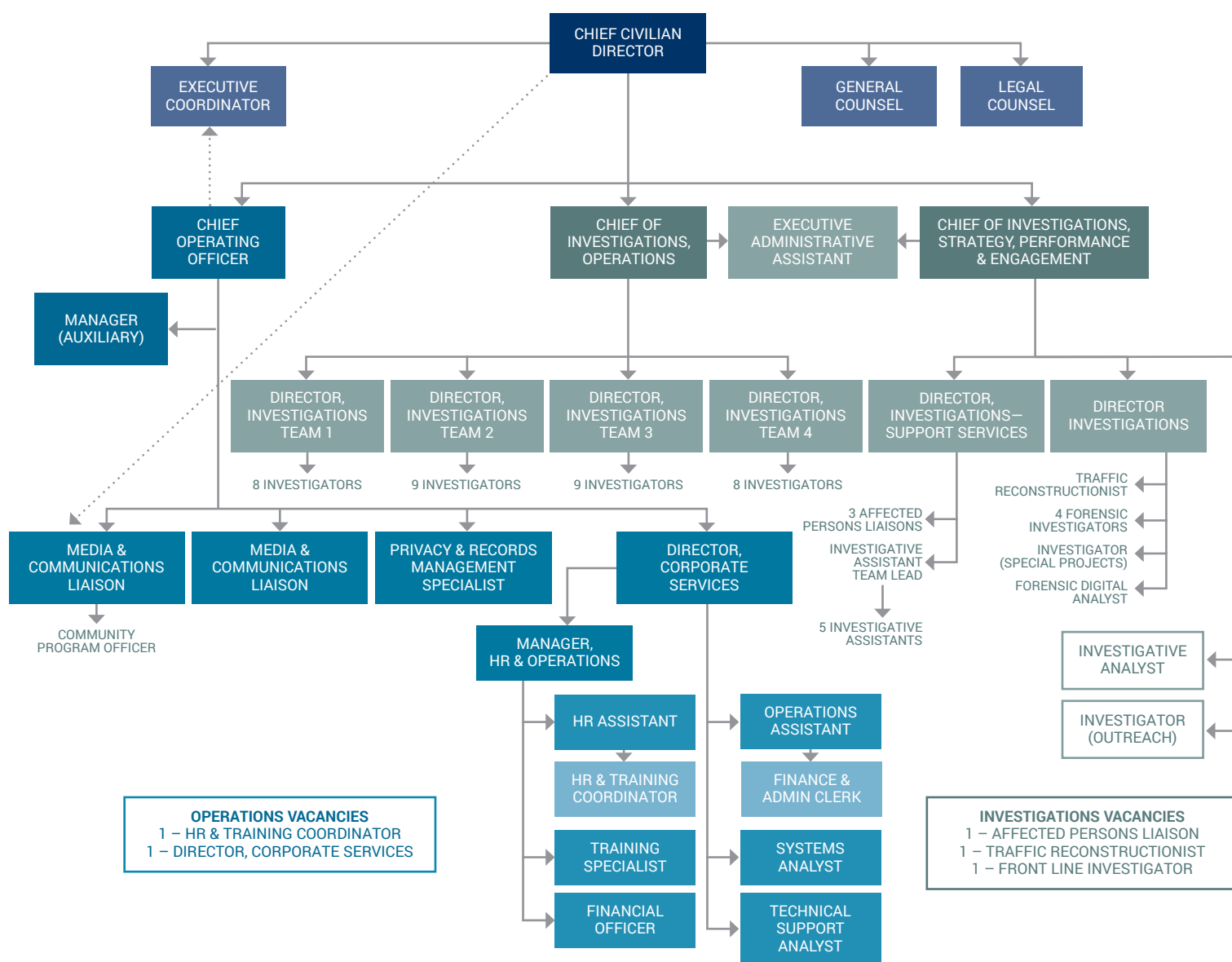
ORGANIZATIONAL STRUCTURE

The IIO is made up of two main program areas: investigations and operations.

The organizational chart below outlines the roles currently funded within the IIO. As of the end of the fiscal year 2024-2025, the IIO is comprised of 77 employees. Of these, 59 work in the investigations unit and 14 in the operations unit. Four staff members

fall outside these categories: the chief civilian director (CCD), general counsel, legal counsel and executive coordinator.

The executive team includes the CCD, chief operating officer, chief of investigations – operations, and chief of investigations – strategy, performance and engagement.



INVESTIGATIONS UNIT

The investigations unit is overseen by two chiefs of investigations and includes the following roles:

- One executive administrative assistant
- Six team directors:
 - Four lead each of the four frontline investigative teams;
 - One oversees the investigations support services team, which includes the affected persons liaisons and the investigative assistants and is responsible for conducting file audits; and
 - One leads the forensic investigations team and is also responsible for managing investigator training.
- Four frontline investigative teams made up of a total of 33 investigators;
- One specialized forensic team with four forensic investigators;
- One forensic digital analyst;
- One outreach investigator;
- Two part-time investigators assigned to special projects and audits;
- Two affected persons liaisons;
- One investigative analyst; and
- One investigative assistant team lead and five investigative assistants.

As of the end of fiscal 2024-2025, the vacancies within the investigations unit include one frontline investigator, one affected persons liaison and one traffic reconstructionist.

The CCD, chiefs of investigations, team directors, investigators, forensic digital analyst, and affected persons liaisons are all designated as peace officers.

The IIO hires investigators from a wide range of professional backgrounds, including fraud

investigations, intelligence services, the BC Coroners Service, legal professions and law enforcement.

Among the IIO's 33 full-time frontline investigators, 53% have experience working in civilian investigative roles, while 47% have prior law enforcement experience.

Highlights for the investigations unit this fiscal year include:

- The IIO secured its first criminal conviction and first contested conviction, marking a significant milestone in the organization's development and reinforcing its ongoing commitment to accountability and transparency.
- Increased community-based outreach to strengthen relationships with First Nations, community organizations, social services, police agencies, and academic institutions. Due to provincial budget constraints that limited travel and in-person engagement, the IIO adapted its approach to maintain meaningful connections and continue outreach activities.
- The crown referral review team continued to review all investigations referred to Crown Counsel, enhancing the quality of disclosure and contributing to more timely decisions. These efforts supported a 79% improvement in the IIO's timeliness metrics in calendar year 2024.
- In response to the expansion of body-worn camera programs across the province, including the Vancouver Police Department's completed pilot and the RCMP's province-wide rollout, the CCD issued a directive requiring all police agencies in BC to provide body-worn camera footage to the IIO during investigations. The IIO observed an immediate positive impact on the timeliness of investigative processes.
- Following the formal transition of policing in Surrey to the Surrey Police Service, the IIO conducted outreach and engagement to establish working relationships with the new agency and support effective communication and operational coordination during investigations.

- The final report was received from the civilian monitors who were appointed in the previous fiscal year, in partnership with the T̓silhqot'in National Government, to assess the integrity of the IIO's investigation into the death of a man in Williams Lake (IIO 2022-258).

OPERATIONS

The Operations Unit, led by the Chief Operating Officer (COO) is responsible for all non-investigative functions that support the work of the IIO. These include:

- Corporate services (finance, IT, human resources, facilities, training, and administration);
- Media and communications;
- Policy; and
- Privacy and records management.

Highlights in the operations unit for the 2024-2025 fiscal year include:

- The IIO's new regional office in Nanaimo became fully operational, allowing for faster deployment to incidents across Vancouver Island. The office also provides new opportunities for regular in-person collaboration with communities, helping to build trust and strengthen awareness of the IIO's role and mandate in the region.
- Four investigators were certified this fiscal year, enhancing the IIO's investigative capacity and ensuring that investigators continue to meet the highest standards of investigative excellence.
- The IIO is actively developing its strategic plan for 2025–2028, which will guide the organization's future direction with a focus on strengthening accountability, improving internal processes, and deepening community engagement across BC.
- This fiscal year, the IIO successfully filled 13 key positions, increasing overall organizational capacity. New hires included investigators, a forensic digital analyst, a privacy and records

management specialist, and other support roles within operations.

LEGISLATIVE CHANGES

In 2024, legislation was passed to add civilian oversight of jail guards to the IIO's mandate. Jail guards are often civilian employees and were therefore not previously subject to investigation by the IIO. The change was based on a recommendation to improve and strengthen policing and civilian oversight of police in BC by the Special Committee on Reforming the *Police Act*.³¹ Work to implement changes to the Act continues. The jail guard provisions have not yet been brought into force.

The IIO looks forward to future legislative changes in response to the Committee's other recommendations



³¹ https://www.leg.bc.ca/content/CommitteeDocuments/42nd-parliament/3rd-session/rpa/SC-RPA-Report_42-3_2022-04-28.pdf



COMMUNITY OUTREACH

In fiscal year 2024–2025, the IIO continued to expand its outreach program with a focus on building trust, strengthening public understanding of its mandate, and fostering more meaningful relationships with all communities in BC. The outreach team remained committed to proactive, people-centered engagement designed to meet the unique needs of the public, community groups, police agencies, Indigenous Peoples, and advocacy organizations. Presentations are tailored to each audience to support deeper, more impactful conversations and increase awareness of the IIO’s mandate and investigative process.

This year, a key priority was to expand community-based outreach in high-density urban areas, including Surrey and Vancouver’s Downtown Eastside. These efforts were aimed at increasing the IIO’s visibility and creating space for open dialogue. By working closely with community organizations and advocacy groups, the IIO connected directly with affected persons and potential witnesses, sharing information about how to report incidents and what to expect during an investigation.

As part of its ongoing commitment to addressing the overrepresentation of Indigenous Peoples in IIO files, the outreach team collaborated with the BC First Nations Justice Council to improve accessibility, responsiveness, and cultural safety in all aspects of its work. This included reviewing current practices, gathering community feedback, and exploring new ways to make the IIO more approachable to Indigenous communities.

The IIO also enhanced its trauma-informed practices, with a renewed emphasis on cultural sensitivity during family meetings. These efforts reflect the IIO’s recognition of the disproportionate impact of police-related incidents involving Indigenous Peoples and its dedication to respectful, compassionate engagement with affected persons and their families. The outreach team emphasized the importance of Indigenous knowledge and cultural awareness as core components of its work, incorporating community guidance into internal training and engagement practices.

Additionally, the IIO strengthened its relationships with police agencies across the province through presentations to senior leadership teams and participation in oversight-related working groups. These sessions promoted greater awareness of the IIO's mandate, investigative approach and offered opportunities for mutual feedback and understanding.

The team also expanded academic outreach, connecting with post-secondary institutions to raise awareness of civilian oversight and encourage interest in oversight-related career opportunities.

Finally, to help the public better navigate BC's police oversight landscape, the IIO partnered with the

Civilian Review and Complaints Commission for the RCMP (CRCC) and the Office of the Police Complaint Commissioner (OPCC) to develop a public-facing resource. This resource helps affected persons, and the public, better understand which agency to contact based on the nature of the incident or complaint and outlines the distinct role each body plays in upholding police accountability.

Throughout fiscal year 2024–2025, the IIO's outreach program focused on increasing accessibility, advancing culturally respectful practices, and reinforcing the IIO's commitment to transparency, accountability, and meaningful engagement with communities throughout the province.



APPENDIX A: TERMINOLOGY

ADVICE FILES

Advice files are assigned file numbers for administrative purposes in cases where it is evident that there is no connection between the action or inaction of a police officer and the death or injury of a person, or if the injury does not meet the threshold for serious harm as defined in the *Police Act*. In these instances, the file is concluded immediately and is assigned a number without undertaking further investigation.

AFFECTED PERSON

An affected person (AP) in an IIO investigation refers to the individual who may have suffered serious harm or died in a police-involved incident. If an AP dies, the families are also considered APs. The IIO uses the term “affected person” instead of labels such as “victim” or “suspect” to maintain neutrality that is appropriate and consistent with the IIO mandate to conduct fair and impartial investigations.

AFFECTED PERSONS LIAISON

The IIO has two full-time affected persons liaisons (APL) to ensure frequent and ongoing contact between the investigators and the affected persons or their family if the affected person is deceased.

The APLs work one-on-one with the affected person and/or their family to ensure they receive regular and accurate information and are updated on the progress of the investigation. Additionally, the APLs can refer affected persons and/or their family with resources in their community, based on individual needs and preferences.

CHIEF CIVILIAN DIRECTOR (CCD)

The IIO is led by a chief civilian director (CCD) who must never have served as a police officer. The CCD’s responsibility is to provide oversight of each investigation and make the final decision on the conclusion of the file with consideration of the evidence presented. The CCD is eligible to be appointed to serve a maximum of two five-year terms by Order in Council.

CONCLUDING AN INVESTIGATION

Upon conclusion of each investigation, the CCD considers, based on the facts, if an officer’s actions or inactions are lawful or if there are reasonable grounds to believe that a police officer may have committed an offence. If reasonable grounds exist, the CCD may refer the matter to Crown Counsel for consideration of charges. It is the responsibility of Crown Counsel to decide if charges will be laid.

If the CCD determines the facts do not support a referral to Crown Counsel, a public report may be issued which presents the chronology of the events, facts gathered and the rationale for the decision. In some circumstances, when it may not be in the public interest to issue a public report, the IIO will close a file with a brief concluding media release, or without making additional information public.

CONCURRENT INVESTIGATIONS

IIO investigations are often conducted concurrently with other agencies’ investigations including the BC Coroners Service in the case of a fatality, or a police agency when the affected person is facing criminal charges related to the same incident.

CROWN COUNSEL

Crown Counsel are prosecutors who work for the BC Prosecution Service under the Ministry of Attorney General. The BC Prosecution Service operates independently of Government and within the BC justice system. They also operate independently of the IIO.

INDEPENDENT INVESTIGATIONS OFFICE (IIO)

The Independent Investigations Office (IIO) of British Columbia is a civilian-led police oversight agency responsible for conducting investigations into incidents of death or serious harm that may have been the result of police actions or inactions, whether they are on-or-off duty. The IIO's jurisdiction extends over all police agencies throughout British Columbia. Investigators travel across the province to conduct investigations as required.

INVESTIGATIVE STEPS

The IIO's investigative steps include, as required: ensuring that the scene is secured, preserving and obtaining evidence, identifying affected persons, locating witnesses, conducting interviews, confirming the nature of the involvement of a police officer(s), designating subject and witness officers, conducting neighbourhood canvasses, analyzing evidence and seeking forensic assistance.

INVESTIGATORS

IIO investigators consist of both non-police and police-trained civilians. Approximately half of IIO investigators have a policing background. Investigators without policing backgrounds hold significant experience in a range of investigative, legal, regulatory, and enforcement agencies. The IIO also has a specialized forensics team who perform scene examinations, along with monitoring and reviewing the work of police forensic personnel to ensure that scene processing and evidence collection is conducted to best practices.

MANDATE

The IIO is mandated to conduct investigations into police-related incidents of death or serious harm. The IIO's jurisdiction extends to all police agencies throughout the province, whether they were on-or-off duty at the time of incident. Per the *Police Act*, police agencies are required to notify the IIO of an incident that may fall within its jurisdiction.

NOTIFICATION & INITIAL INVESTIGATION

When there is an incident involving a police officer or an agency member, the police agency is required to notify the IIO.

Upon notification of an incident by police, the IIO immediately has jurisdiction. The primary focus of all IIO investigations is to establish if the incident falls within the IIO's mandate. It must meet a two-part test:

- 1) Is there serious harm or death as defined by the *Police Act*?
- 2) Is there a connection between the death or serious harm and any actions or inactions of a police officer(s)?

If an initial investigation determines that the incident does not meet the IIO's mandate, the IIO will usually conclude the file. When the IIO continues an investigation, the investigation will determine whether or not the actions/inactions of a police officer(s) were reasonable and proportionate, given the circumstances. The investigation will also determine whether the police action was lawful or if there are reasonable grounds to believe that the subject officer(s) may have committed an offence.

POLICE AGENCY

A police agency is an organization consisting of law enforcement officers. In British Columbia, police officers include municipal police forces, such as the Vancouver Police Department, all BC RCMP detachments, Metro Vancouver Transit Police, and the Stl'atl'imx Tribal Police.

SERIOUS HARM

Serious harm is defined as per the *Police Act* as an injury that may result in death, may cause serious disfigurement, or may cause substantial loss or impairment of mobility of the body as a whole or of the function of a limb or organ.

SPECIAL PROVINCIAL CONSTABLES

The IIO's jurisdiction includes any officer who operates in British Columbia. Examples of Special Provincial Constables include officers from outside of BC who are in the province conducting an investigation and enforcement officers within various branches of government, such as the Gaming and Enforcement Branch.

SUBJECT OFFICERS

Subject officers are defined in a memorandum of understanding between police agencies and the IIO as police officers whose presence, action, or decision is reasonably believed to have been a contributing factor in the death or serious harm of any person and has been designated as a subject officer by IIO investigators. Subject officers have the same rights as any other individual who may have committed an offence, including the right to remain silent and refrain from providing notes, documents, or statements to the IIO.

WITNESS OFFICERS

Witness officers refer to police officers who were involved or present during the incident but are not believed to have caused the serious harm or death. Witness officers are compelled to cooperate in an IIO investigation, which may include being interviewed and/or submitting notes and documents.



APPENDIX B: STATISTICAL DATA

IIO INVESTIGATIONS—FIREARM CLASSIFICATION IN FISCAL YEAR 2024-2025

Case Number	Incident Date	Incident Classification	Agency	Status ³²
2024-082	April 9, 2024	Serious harm	Tsay Keh Dene RCMP detachment	Closed without public report (a public report will be published after the conclusion of a concurrent court process)
2024-124	June 1, 2024	Death	Mackenzie RCMP detachment	Closed with public report
2024-199	August 22, 2024	Serious harm	Richmond RCMP detachment	Open – investigation in progress
2024-217	September 12, 2024	Serious harm	Merritt RCMP detachment	Closed without public report (a public report will be published after the conclusion of a concurrent court process)
2024-221	September 19, 2024	Death	Surrey RCMP detachment	Open – investigation in progress
2024-247	October 22, 2024	Death	Penticton RCMP detachment	Closed with public report
2024-276	November 26, 2024	Serious harm	Midway RCMP detachment	Open – investigation in progress
2024-281	December 1, 2024	Serious harm	Vancouver Police Department	Open – investigation in progress
2024-287	December 4, 2024	Death	Vancouver Police Department	Open – investigation in progress
2025-032	January 31, 2025	Death	Surrey Police Service	Open – investigation in progress
2025-038	February 9, 2025	Death	RCMP Surrey Provincial Operations Support Unit	Open – investigation in progress
2025-074	March 15, 2025	Serious harm	Penticton RCMP detachment	Open – investigation in progress

³² Status as at May 2, 2025. For the most recent status, please refer to the IIO's [cases page](#), or click the link provided for each file.

IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES BY FISCAL YEAR

IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES IN FISCAL YEAR 2020-2021

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2017-083	July 19, 2017	Death	Prince George RCMP	May 27, 2020	February 1, 2023 Note: 5 officers charged	2 officers charged with: • CCC 236(b) Manslaughter 3 officers charged with: • CCC 139(2) Attempting to obstruct justice	Stay of proceedings 1 charge stayed 1 found not guilty Court process in progress
2019-013	December 2, 2018	Serious Harm	Nanaimo RCMP	April 20, 2020	October 8, 2020	CCC 267(b) Assault causing bodily harm	Acquitted
2019-112	June 9, 2019	Serious Harm	Vancouver Police Department	December 15, 2020	May 19, 2022	CCC 266 Assault	Not guilty
2019-116	July 1, 2019	Serious Harm	Langley RCMP	April 1, 2020	July 31, 2020	No charges approved	Not applicable
2019-197	October 16, 2019	Serious Harm	Vancouver Police Department	December 14, 2020	January 17, 2024	No charges approved	Not applicable
2019-231	December 22, 2019	Serious Harm	Kelowna RCMP	September 30, 2020	July 14, 2023	No charges approved	Not applicable
2020-002	January 7, 2020	Serious Harm	Surrey RCMP	July 16, 2020	February 23, 2021	No charges approved	Not applicable
2020-164	July 12, 2020	Serious Harm	Abbotsford Police Department	February 19, 2021	October 20, 2022	CCC 267 Assault causing bodily harm	Stay of proceedings

CCC – Canadian Criminal Code

MVA – *Motor Vehicle Act*

Unless otherwise noted, one officer was charged in cases where charges were approved.

The status of investigation referred to Crown Counsel is as at March 31, 2023. For files where a charge assessment decision is pending or a court process in progress, click the provided link to access the IIO website cases page to see if an update is available.

IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES IN FISCAL YEAR 2021-2022

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2019-201	October 28, 2019	Death	RCMP – Salmon Arm & Sicamous	December 10, 2021	Charge assessment pending	Not applicable	Not applicable
2020-042	February 26, 2020	Serious Harm	Municipal – Abbotsford Police Department	April 15, 2021	June 23, 2022	CCC 267(a) Assault with a weapon CCC 267(b) Assault causing bodily harm	Acquittal
2020-045	March 2, 2020	Serious Harm	Municipal – Abbotsford Police Department	April 22, 2021	January 5, 2023	No charges approved	Not applicable
2020-046	March 3, 2020	Serious Harm	Municipal – Vancouver Police Department	June 15, 2021	March 1, 2024	No charges approved	Not applicable
2020-067	April 12, 2020	Death	RCMP – Prince George	March 28, 2022	October 12, 2023	No charges approved	Not applicable
2020-068	April 14, 2020	Serious Harm	RCMP – Sicamous	October 22, 2021	September 29, 2022	No charges approved	Not applicable
2020-110	May 31, 2020	Serious Harm	RCMP – Williams Lake	April 8, 2021	July 27, 2023	CCC 267(a) Assault with a weapon CCC 267(b) Assault causing bodily harm CCC 221 Criminal negligence causing bodily harm CCC 320.13(2) Dangerous driving causing bodily harm	Not guilty
2020-138	June 23, 2020	Serious Harm	RCMP – Kamloops	October 13, 2021	June 28, 2024	No charges approved	Not applicable
2020-183	July 30, 2020	Serious Harm	RCMP – Prince George	February 23, 2021	October 27, 2023	No charges approved	Not applicable

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2020-285	October 25, 2020	Serious Harm	RCMP – Williams Lake	October 14, 2021	July 11, 2023	No charges approved	Not applicable
2020-302	November 4, 2020	Serious Harm	Other – Metro Vancouver Transit Police	September 28, 2021	May 18, 2022	CCC 320.13(2) Dangerous driving causing bodily harm	Guilty plea to MVA 144(1) (c) Excessive speeding relative to conditions
2021-157	June 19, 2021	Serious Harm	RCMP – Langley	December 6, 2021	June 7, 2022	MVA 144(1)(a) Driving without due care and attention MVA 181(a) Failure to use due care to avoid a pedestrian	Guilty plea to MVA 181(a) Failure to use due care to avoid a pedestrian

IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES IN FISCAL YEAR 2022-2023

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2020-232	September 20, 2020	Serious Harm	Vancouver Police Department	June 24, 2022	February 10, 2023	No charges approved	Not applicable
2021-012	January 12, 2021	Serious Harm	Chilliwack RCMP	June 9, 2022	November 3, 2022	CCC 244(1) Discharging a firearm with intent to wound/disfigure CCC 268(1) Aggravated assault CCC 86(1) Careless use or storage of a firearm	Stay of proceedings
2021-089	March 6, 2021	Serious Harm	Abbotsford Police Department	April 13, 2022	July 31, 2023	No charges approved	Not applicable

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2021-097	April 17, 2021	Serious Harm	Nanaimo RCMP	August 3, 2022	Charge assessment pending	Not applicable	Not applicable
2021-179	July 8, 2021	Death	Campbell River RCMP	October 27, 2023	April 23, 2024	No charges approved	Not applicable
2021-198	July 22, 2021	Serious Harm	Vancouver Police Department	January 25, 2023	September 12, 2023	No charges approved	Not applicable
2021-258	September 15, 2021	Serious Harm	Port Moody Police Department	April 7, 2022	August 22, 2023	No charges approved	Not applicable
2021-295	October 27, 2021	Serious Harm	BC Highway Patrol	June 15, 2022	October 11, 2022	No charges approved	Not applicable
2021-332	December 3, 2021	Serious Harm	Kamloops RCMP	January 16, 2023	January 23, 2025	No charges approved	Not applicable
2022-093	April 29, 2022	Serious Harm	Prince George RCMP	July 7, 2022	August 11, 2022	MVA 144(1)(a) Driving without due care and attention	Guilty plea to MVA 144(1)(c) Excessive speed relative to conditions



IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES IN FISCAL YEAR 2023-2024

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2021-100	April 19, 2021	Serious Harm	Vancouver Police Department	March 7, 2024	Charge assessment pending	Not applicable	Not applicable
2021-169	May 29, 2021	Serious Harm	Delta Police Department	July 4, 2023	November 22, 2023	No charges approved	Not applicable
2021-256	September 12, 2021	Death	Victoria Police Department	November 30, 2023	Charge assessment pending	Not applicable	Not applicable
2022-129	May 31, 2022	Serious Harm	Vancouver Police Department	November 14, 2023	March 21, 2024	No charges approved	Not applicable
2022-168	July 10, 2022	Serious Harm	BC Highway Patrol	April 18, 2023	June 22, 2023	MVA 186 Failing to stop at a stop sign MVA 144(1)(a) Driving without due care and attention	Guilty plea to MVA 186 Failing to stop at a stop sign
2022-251	September 20, 2022	Serious Harm	Vancouver Police Department	July 24, 2023	September 8, 2023	MVA 144(1)(a) Driving without due care and attention MVA 181(a) Failing to exercise due care to avoid colliding with a pedestrian MVA 146(3) Speeding	Guilty plea to MVA 144(1)(c) Excessive speeding relative to conditions
2022-266	October 8, 2022	Serious Harm	Ridge Meadows RCMP	October 5, 2023	October 6, 2023	MVA 144(1)(a) Driving without due care and attention	Guilty plea to MVA 151(a) Making an unsafe lane change

IIO INVESTIGATIONS REFERRED TO CROWN COUNSEL FOR CONSIDERATION OF CHARGES IN FISCAL YEAR 2024-2025

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2021-171	June 30, 2021	Serious Harm	Vernon RCMP	April 10, 2024	December 19, 2024	No charges approved	Not applicable
2022-100	May 5, 2022	Death	Vancouver Police Department	September 10, 2024	March 18, 2025	No charges approved	Not applicable
2022-214	August 7, 2022	Death	Abbotsford Police Department	April 16, 2024	Charge assessment pending	Not applicable	Not applicable
2022-313	November 28, 2022	Serious Harm	Metro Vancouver Transit Police	August 14, 2024	Charge assessment pending	Not applicable	Not applicable
2023-158	June 18, 2023	Serious Harm	Surrey RCMP & Surrey Police Service	May 16, 2024	June 20, 2024	MVA 148(1) Excessive speeding (against one officer with SPS; no charges were approved against the Surrey RCMP officer)	Court process in progress
2023-214	July 25, 2023	Serious Harm	Port Moody Police Department	June 10, 2024	July 23, 2024	MVA 144(1)(b) Driving without reasonable consideration for other persons using the highway	Court process in progress
2023-223	July 31, 2023	Serious Harm	Abbotsford Police Department	October 17, 2024	Charge assessment pending	Not applicable	Not applicable
2023-317	September 29, 2023	Serious Harm	Vancouver Police Department	August 22, 2024	September 27, 2024	MVA 144(1)(b) Driving without reasonable consideration for other persons using the highway	Court process in progress
2023-328	November 5, 2023	Serious Harm	Revelstoke RCMP	September 25, 2024	October 31, 2024	Charges approved	Court process in progress

Case Number	Incident Date	Incident Classification	Involved Agency	Date Referred to Crown Counsel	Date of Charge Assessment Decision	Charges	Outcome
2024-116	May 21, 2024	Serious Harm	Vancouver Police Department	March 31, 2025	Charge assessment pending	Not applicable	Not applicable
2024-117	May 21, 2024	Serious Harm	Central Saanich Police Department	March 14, 2025	Charge assessment pending	Not applicable	Not applicable



DISTRIBUTION OF INVESTIGATIONS BY AGENCY (EXCLUDING ADVICE FILES)

Note: As officers from more than one agency may be involved in an incident subject to IIO investigation, the number of agencies does not necessarily add up to the number of IIO investigations.

RCMP	Region	Freq
Agassiz Detachment	Lower Mainland	1
Armstrong Detachment	Southeast	1
BC Highway Patrol	Lower Mainland	2
Burnaby Detachment	Lower Mainland	1
CFSEU	Lower Mainland	3
Chase Detachment	Southeast	1
Chilliwack Detachment	Lower Mainland	3
Coldstream Detachment	Southeast	1
Comox Valley Detachment	Island	1
Coquitlam Detachment	Lower Mainland	1
Cranbrook Detachment	Southeast	3
Dawson Creek Detachment	North	1
Elk Valley Detachment	Southeast	1
Fort St James Detachment	North	2
Gibsons Detachment	Lower Mainland	1
Greenwood Detachment	Southeast	1
Kamloops Detachment	Southeast	4
Kelowna Detachment	Southeast	9
Langley Detachment	Lower Mainland	3
Lumby Detachment	Southeast	1
Mackenzie Detachment	North	1
Midway Detachment	Southeast	1
Mission Detachment	Lower Mainland	1
Nakusp Detachment	Southeast	1
Nanaimo Detachment	Island	4
New Hazelton Detachment	North	1
North Cowichan/Duncan Detachment	Island	2
North Vancouver Detachment	Lower Mainland	3
Oceanside Detachment	Island	2
Osoyoos Detachment	Southeast	1
Penticton Detachment	Southeast	5
Port Alberni Detachment	Island	5
Powell River Detachment	Island	1
Prince George Detachment	North	6
Quesnel Detachment	North	2
Revelstoke Detachment	Lower Mainland	1
Richmond Detachment	Lower Mainland	2
Ridge Meadows Detachment	Lower Mainland	5
Shawnigan Lake Detachment	Island	1
Sidney/North Saanich Detachment	Island	1
Smithers Detachment	North	1
Squamish Detachment	Lower Mainland	1
Sunshine Coast Detachment	Lower Mainland	1
Surrey Detachment/ Surrey Provincial Operations Support Unit	Lower Mainland	8
Terrace Detachment	North	2
Trail Detachment	Southeast	1
Tsay Keh Dene Detachment	North	1
Vernon/North Okanagan Detachment	Southeast	2
Wells Detachment	North	1
White Rock Detachment	Lower Mainland	1

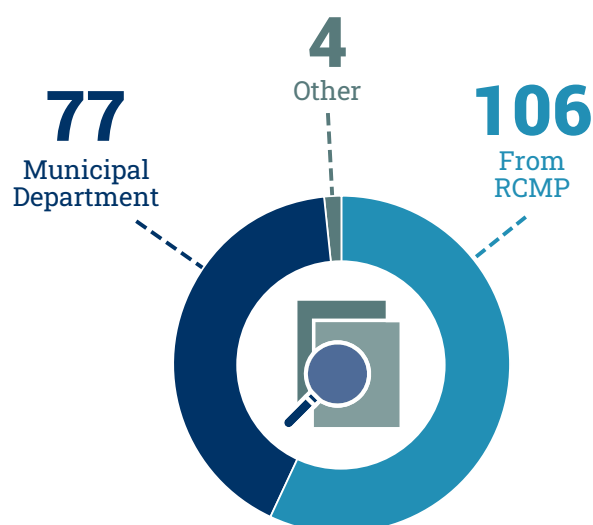
TOTAL 106

Municipal	District	Freq
Abbotsford Police Department	Lower Mainland	8
Central Saanich Police Service	Island	2
Delta Police Department	Lower Mainland	3
Nelson Police Department	Southeast	1
New Westminster Police Department	Lower Mainland	3
Saanich Police Department	Island	4
Surrey Police Service	Lower Mainland	6
Vancouver Police Department	Lower Mainland	40
Victoria Police Department	Island	9
West Vancouver Police Department	Lower Mainland	1

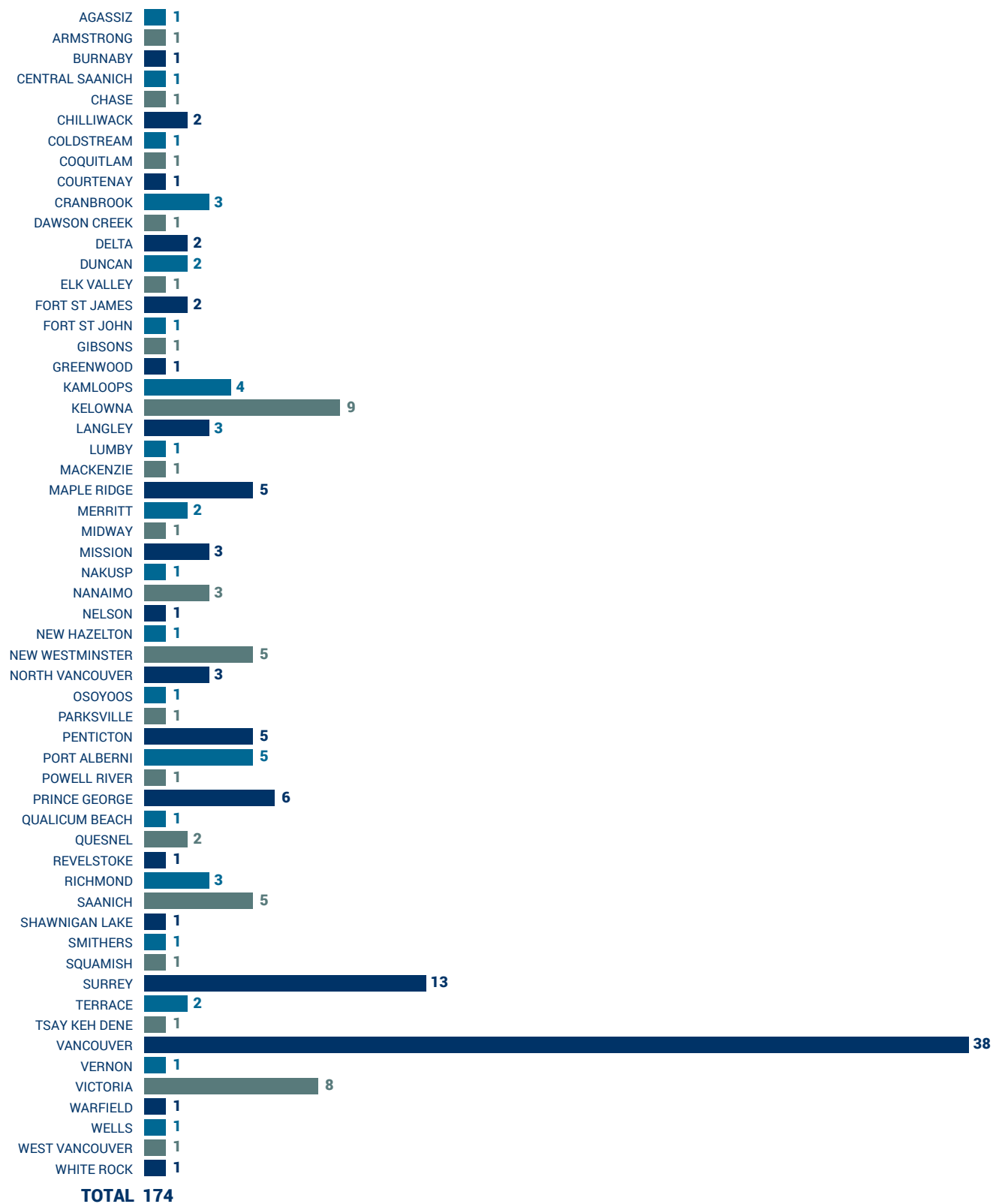
TOTAL 77

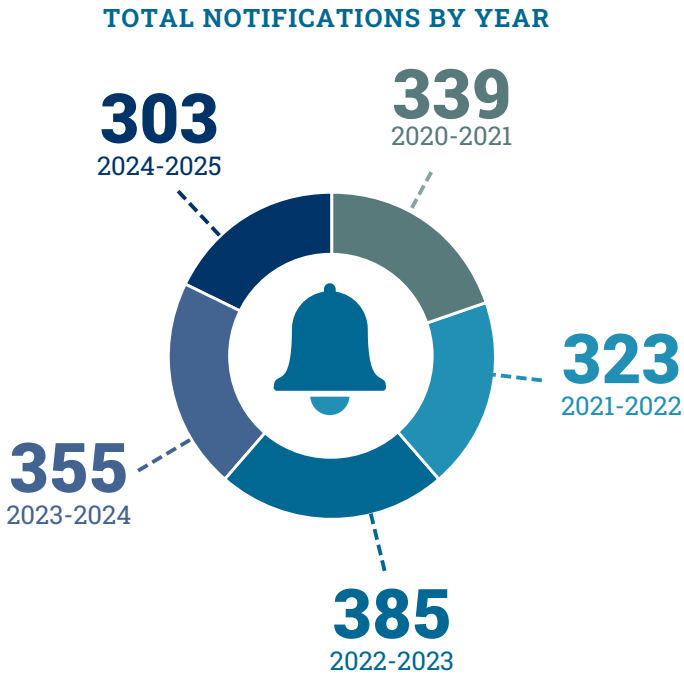
Other	District	Freq
Metro Vancouver Transit Police	Lower Mainland	2
Clearwater Conservation Service	Southeast	1

TOTAL 3

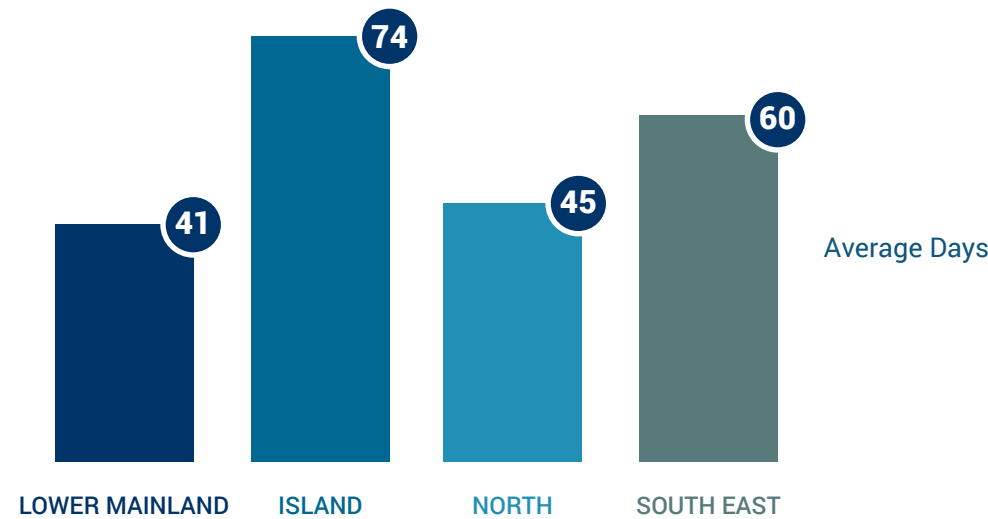


DISTRIBUTION OF INVESTIGATIONS BY LOCATION





AVERAGE DAYS TO CONCLUDE AN INVESTIGATION IN FISCAL YEAR 2024-2025, BY REGION



31 This graph only includes data from concluded investigation. As other investigations that were opened during the fiscal year close, this number will increase.



12th Floor, 13450 -102nd Avenue
Surrey, B.C. V3T 5X3

TOLL-FREE: 1.855.552.4622

LOCAL: 604.586.5668

EMAIL: info@iiobc.ca

TWITTER: [@iiobc](https://twitter.com/iiobc)