

**Bio: John Reid**



**J.F. (John) REID, B.A., LL.B.  
EthicsScan Associate, Adjudication & Investigation Specialist**

| Specialty | Health Care<br>Ethics Assurance | Complaint<br>Investigation | Organizational<br>Ethics | Partnering and<br>Procurement |
|-----------|---------------------------------|----------------------------|--------------------------|-------------------------------|
| Major     |                                 | X                          | X                        |                               |
| Minor     | X                               |                            |                          | X                             |

John Reid, an articulate peace officer, recently retired as Superintendent by rank, and lawyer with the Royal Canadian Mounted Police, is results orientated with a diverse background from complex investigations in white collar crime and internal affairs to managing a national witness protection program to sitting as Director and Chair of internal discipline and performance boards. Major strengths include integrity, planning and organization, problem solving, negotiations and a dedicated work ethic. Mr. Reid was

- Director of Adjudications, Ottawa, Ontario
- Chair of RCMP internal service boards. As a full-time adjudicator required to travel extensively across Canada to conduct hearings in an open, formal, court-like setting. Also renders final decisions on internal grievances which are only appealable to the courts.
- Adjunct Professor of Law in the program of Administrative Law with the law school at Ottawa University.
- Lecturer at the Bar Admission Course with the Law Society of Upper Canada in Public Law.
- Lecturer for all newly commissioned officers of the RCMP on ethics and internal discipline procedures.
- Trainer of newly appointed Board Officers to preside on hearings.
- Principal for articling students with the Law Society of Upper Canada.
- Member of the Board of Directors, Sport Dispute Resolution Centre of Canada.

John Reid has thirty eight completed years of distinguished service and leadership in the RCMP. His various responsibilities and positions include serving as Investigations Analyst for Criminal Operations Officer for Ontario prior to attending law school. For the past 14 years, he has served as an Adjudicator analysing evidence before tribunals, researching the law for hearings and preparing written decisions, although final in nature, from time to time were

appealed to the Commissioner of the RCMP and reviewable by the Federal Courts. His responsibilities include serving as a final Level II Adjudicator for the Grievance Process under the RCMP Act and original, ground-breaking research into policy and the law extensively as decisions John rendered were final for the Force and appeal is directly to the Federal Courts.

John has been legal representative to members charged before RCMP internal service boards, a challenging role which required investigation, research, preparation and presentation to the administrative tribunal, and extensive use of negotiation skills. Earlier, he served as senior investigator responsible for serious and complex major investigations of members/employees to determine the accuracy of allegations of misconduct or criminality. This required preparation of lengthy reports with recommendations to senior management about extremely sensitive issues. He co-ordinated all sources/informants and witnesses entering the Source Witness Protection Program in the Province of Ontario. John also reviewed all major and complex drug cases for the Criminal Operations Officer of the Division, and conducted investigations dealing with stock market manipulation, bribery, insider trading and corruption. John's published works include the Third and Fourth editions of the *Annotated Royal Canadian Mounted Police Act*.

John graduated from Faculty of Law (Osgoode Hall Law School, York University) and was admitted to the Law Society of Upper Canada, and holds a B.A. in business administration from York. He is a graduate of the RCMP Academy, Regina, Saskatchewan, and has completed courses in police science and administration, negotiations, and major crime investigations at the Canadian Police College, Ottawa. He is part of the EthicScan team approved to provide complaint investigation services to clients like the City of Toronto and the RCMP CPC.

He is deeply involved in various sports organizations as an officer, referee trainer and supervisor, lecturer, manager, and coach.

| Institution              | Role  | Date        |
|--------------------------|---|-------------|
| RCMP                     | Superintendent, RCMP Director of Adjudications, Ottawa, Ontario | 1998 - 2012 |
| RCMP                     | Superintendent, Legal Counsel, Ottawa, Ontario                  | 1997 – 1998 |
| RCMP                     | Legal Counsel & Investigator, Internal Affairs, London, Ontario | 1992 – 1996 |
| Osgoode Hall Law School, | LLB, Toronto, Ontario   | 1989 - 1992 |
| RCMP                     | Commercial Crime Section, Toronto                               | 1986 - 1989 |
| RCMP                     | Commercial Crime Section, Toronto                               | 1982 - 1986 |