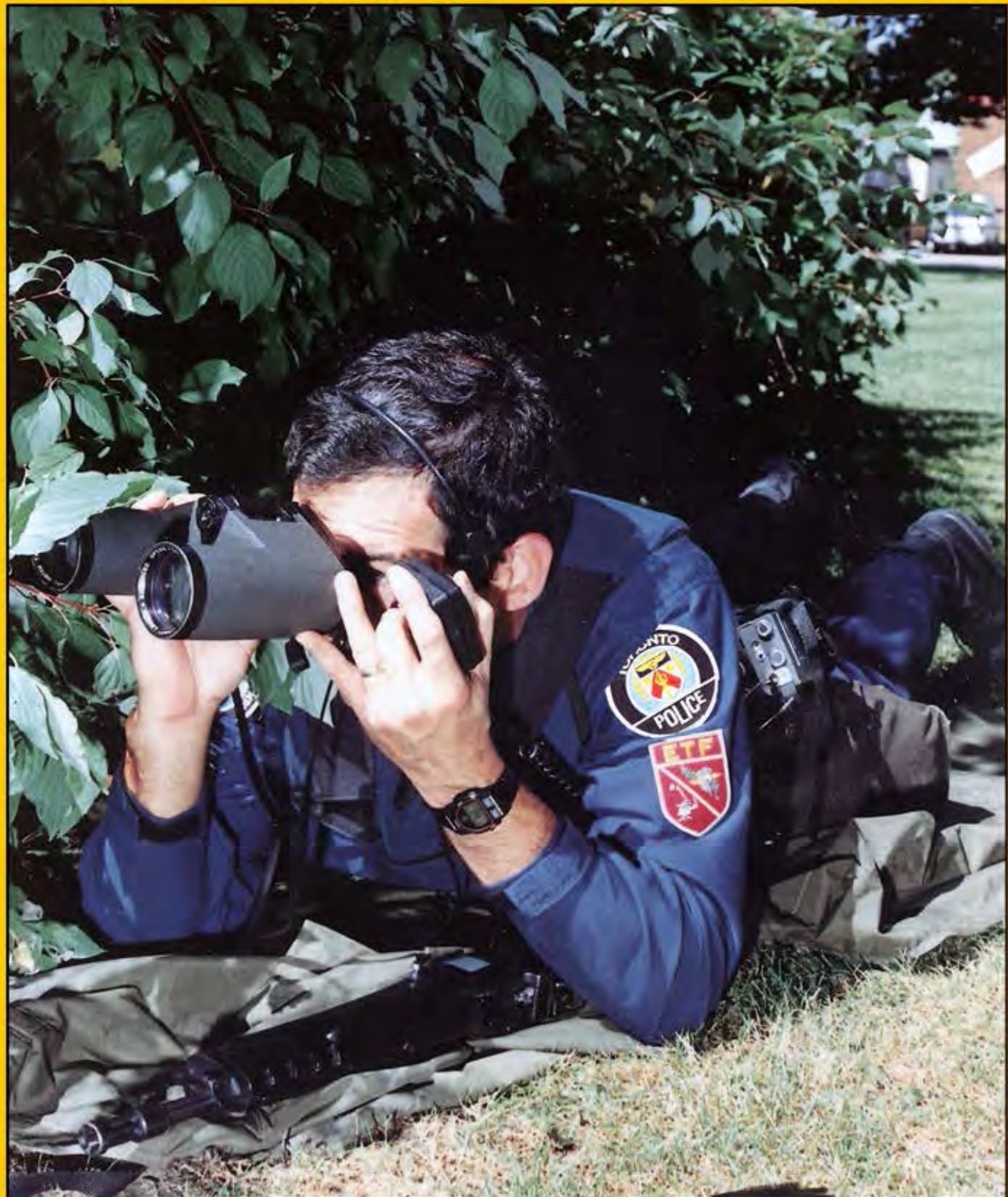


BLUE LINE

Canada's National Law Enforcement Magazine

June - July 1996



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BLUE LINE

Canada's National Law Enforcement Magazine June - July 1996



A member of the Metropolitan Toronto Police Emergency Task Force takes up observation of an armed man barricaded in a house. This much admired elite unit takes pride in its low rate of firearms usage. It is certainly not due to the lack of something to do. Responding to over 1,000 armed incidents in Canada's largest city keeps each member alert at all times. Their policy of containment, patience and talk has served the police service and the community well over the years.

We thought this photograph—taken by Jim Kosmic—was an appropriate cover as the Metropolitan Toronto Police Service plays host to the Ontario Association of Chiefs of Police Conference this year. With this conference comes the annual Trade Show associated with it. This year's Trade show will be the largest show ever presented by the OACP and admission is free of charge to all persons involved in law enforcement, public or private, for the entire three days of the show. You will find a floor plan of the trade show in this issue and a list of companies to make your visit a little easier.

This month we also present a survey of the various Employee Assistance Programs from across the country. Blair McQuillan and the Editor spent considerable time weeding through the wide array of services available to the men and women who diligently watch over us every day. The report is quite enlightening and we are sure some of you will see some changes come about as a result of our queries.

This month we also present an interesting piece on the newly formed Lunenburg - Mahone Bay Police Department. Their experience may be an example of how the rest of the country is moving in these times of fiscal restraint. Read and heed indeed!

An in-depth article is included this month on undercover officer safety. This piece was written by Thomas Burton, an instructor from the Quantico FBI Academy. If your agency has had little experience in this area you may find this very interesting and informative.



Volume 8 Number 6
June - July 1996

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Blue Line Magazine is published monthly, September to June, by Blue Line Magazine Incorporated with a mailing address of: 12A - 4981 Hwy. 7 East, Ste. 254, Markham, Ontario, L3R 1N1. Subscriptions are \$25.00 per year. (\$50.00 for U.S. & Foreign)

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Blue Line Magazine is an independent publication designed to entertain, educate and upgrade the skills of those involved in the law enforcement profession. It has no direct control from a law enforcement agency and its opinions and articles do not necessarily reflect the opinions of any government, police, or law enforcement agency.

Blue Line Magazine is printed in Canada

- Affiliations -

International Association of Law Enforcement Planners
Canadian Advertising Rates & Data
The Canadian Press Newswire
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How is your "brick wall" holding up?

by Morley Lymburner

Integrity is like a brick wall that has been built with great care over a long period of time. If everything is done properly then the occasional storm may chip at it but it will never crumble.

The word "integrity" is sometimes over used in the police field. So much so that its usage appears to lose its full meaning. To many it is one of those 'buzz words' that police colleges teach.

The integrity of the police force and the integrity of the individual is very important. It means honesty by definition and reputation by common usage. It therefore takes in a wide field of meaning indeed.

Integrity appears to be a lofty ideal to many of us. The problem with lofty ideals is that when an individual or group feels they have fallen short of its definition they may tend to lose all hope. The downward spiral is relentless.

In reality your integrity can only be broken from within. If it exists with an organization or individual then only that organization or individual can destroy it.

However very few of us are built with the required care. Police officers who see the realities of life are all too familiar with all aspects of human frailties. But where we all fail is when

we recognize a fault within ourselves and fail to heed the advice we give so many others.

Every one of us requires support. It is only human nature. If we are too proud to ask for help directly we sometimes start sending messages to our friends in code. These "S.O.S." signals are sometimes recognized but we at times feel that the individual appears to be strong—he or she will probably make out okay. Just leave them alone for a while.

When it comes to our attention that a friend was not as strong as we thought we begin to feel a little guilty that we did nothing. Others of us just may chalk the person off as a 'bad guy' and try to forget him.

Police officers can not afford to ignore a person in need. You are your brother's keeper. You have to try a little harder. If you see a colleague having problems it takes only a little effort. To start with simply let them talk. Don't bother trying to give advice or solutions. Just hear them out. The measure of a true friend is someone who keeps a confidence, is always quick to listen and slow to speak.

One of the greatest strides forward in policing today is the recognition of the need for Employee Assistance Programs across the country. In almost every case the individuals selected to perform this function are selected for

their integrity and ability to listen. Confidentiality is the foundation of their own integrity and the cornerstone of their operation.

Over the last couple of months Blue Line tested out the variety of programs available from the major police forces across the country. You can read about the results further on in this issue. In some instances we found a level of distrust toward peer counsellors. In particular the RCMP appear to have the most member distrust when it comes to this. My recommendation would be for officers to seek out over the phone advice by calling a distant detachment or contacting another agency for advice. Almost all EAP programs we contacted said, officially or unofficially, they would not turn away a member of another police force calling for advice. In most cases they don't even ask what agency the officer is with.

If you are referred for professional help you should know that in all cases individuals referred for medical or psychological help are protected by doctor/patient confidentiality requirements.

Canada is an enormous country. There are many police officers in isolated and unfamiliar communities. This factor alone can be stressful and can only compound problems on a professional level.

I found the best stress reliever for me was to take my wife's advice and simply go back to church. I hadn't been there in a lot of years (a long time before I became a cop in fact). I was most amazed to find so many good people living in a city where I had only seen the bad. I was attracted by the people and stayed on to see why. I found out!

On page 12 and 13 in this issue you will find a list of agencies and individuals who are willing to help. If you need help call them. The bosses will never find out... unless you let them see your crumbling walls. And they WILL crumble — if YOU don't do something.

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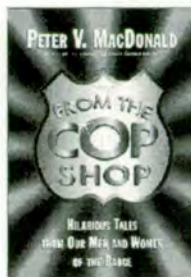
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"Police Officer Moxon retired from the police force on Friday," read a newspaper report published November 5, 1873. "He has shown himself a faithful and zealous officer. A motion before City Council to thank him publicly for his tireless years of service was defeated."

Perhaps it's time to slay the dragon (er... Dinosaur)

by Morley Lyburner

When I was a much younger member of a rather significant police force (sort of a mere hatchling you might say) I recall standing at attention on shift parade and had a supervisor—grizzled, stiff lipped, ramrod straight and sharp eyed—looking me up and down. He would then walk over to a lectern and begin to clue us in on the details of the day while we stood at ease in a straight line looking the very disciplined group that we were not.

After this very military-type drill, where we were told everything about our day including when to eat and where to go, we went out on the street and became “free agents of the Crown.” Expected to use our leadership qualities and initiative and live by our wits one-on-one with the public. As we returned to the police station we went back to our “Fools Parade” of being directed and shoved by the station sergeant and acted, once again, like the well disciplined soldiers we were not.

I remember clearly asking one of my colleagues about this double life we were expected to live. His description of the “boss” was one which I am sure has been echoed down the halls of every police station in the country. “Don’t worry about it. He’s a dinosaur and his breed will be extinct in a few years.”

That was a simple enough analogy I guess but over the years I began to understand more about where that old guy’s head was at. Although I fortunately never became a supervisor I did have the privilege of working a great deal with them. I even got to work with a couple of



Police have sanctioned the use of a dinosaur wearing the respected uniform of a police inspector so that Crime Prevention Canada can sell the darling creatures to school children right across Canada.

The whole concept left me speechless. I had to read the article several times just to try to comprehend the rationale behind it. It still does not make sense and it never will.

I contacted the Kingston District Headquarters of the OPP (the birth place of this gem) and spoke to one of the instigators of this preposterous concept. He advised me that the cute little critter was the brainchild of a retired member who is now rather famous for his artwork “around the world.” He emphasized that this artist now commands high prices for his works and that they were, indeed, privileged that he would “donate” his efforts and inspiration to Crime Prevention Association of Canada.

The wheels are in motion and the critter is now being stamped out on T-shirts and the like. All in the name of crime prevention.

I really am sorry boys and girls, but this is nothing short of a hoax and a disgrace in my mind. It is not only an insult to the rank of inspector but to every hard working cop on the street. Kids don’t know inspectors from apple carts. They will only know that the cop on the street corner is “only a dinosaur” and his breed will be extinct in a couple of years. If there are any more ideas like this one out there it may well be true.

DO WE REALLY NEED MORE CUDDLY COPS?

“dinosaurs” myself and learned to have a great deal of respect for the job they were called upon to do and the pressures they felt from both above and below. Whether you like them or hate them supervisors are a necessary and very important part of the police force.

Due to the foregoing story I was quite surprised when a cartoon character called “Inspector Saurus” came across my desk. Initially I thought the character was simply another of those photocopied pieces of art one sees from time to time drawn up by some artfully talented but disgruntled police officer. You know the kind. Usually on the washroom walls and taking on the personage of that supervisor everyone loves to hate.

I read the accompanying piece and to my horror it was serious. The Ontario Provincial

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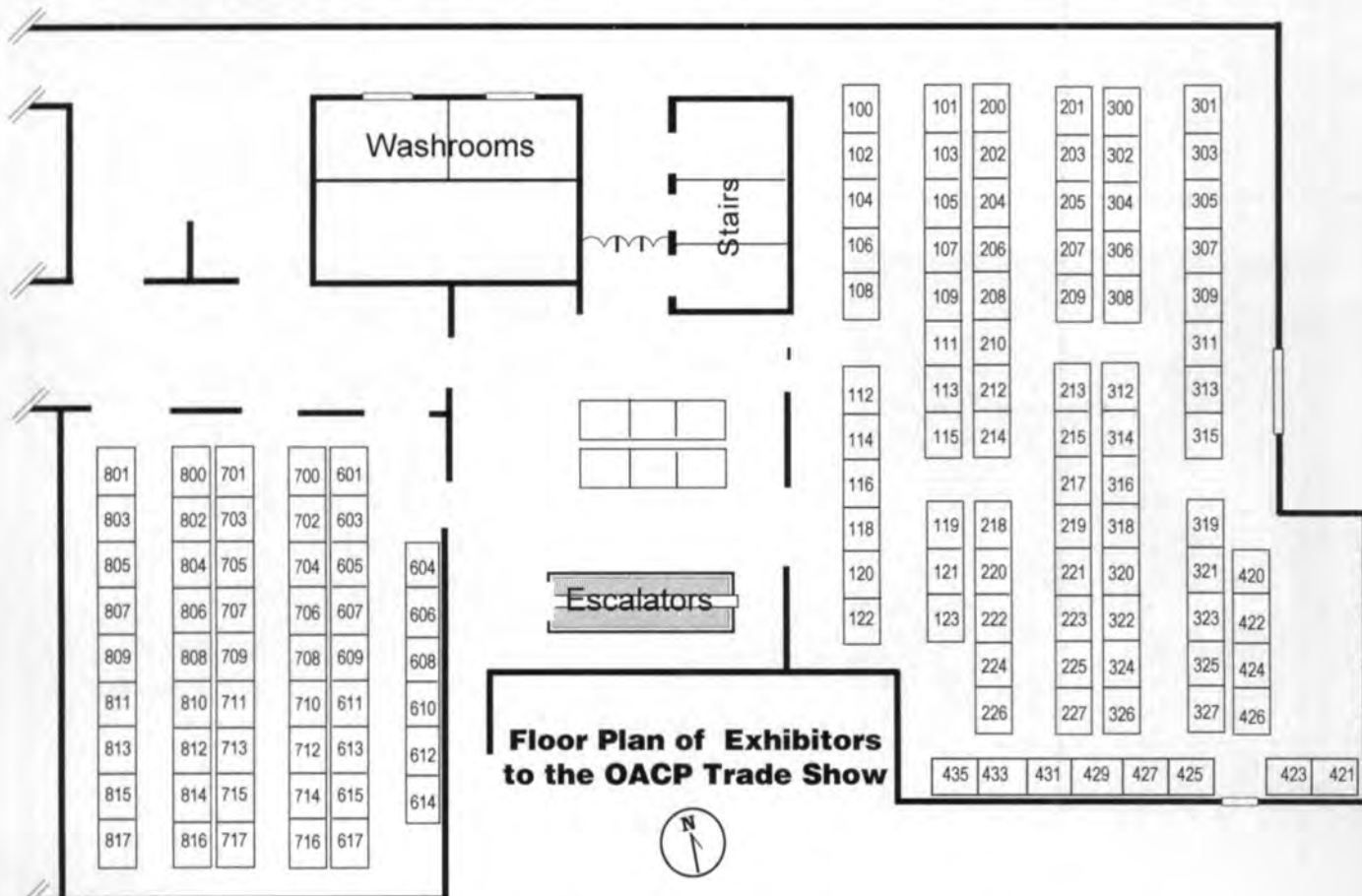
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Check the list on the opposite page to optimize your visit.

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Ontario Association of Chiefs of Police Exhibition & Trade Show

Exhibitor Alphabetical Booth List

Accident Support Services	217	219	Intergraph Canada Ltd.	709	711
ADT Canada		208	Jet Form Corporation		300
Aero Mode Uniforms	611	613	John C. Preston	715	717
Argo Instruments Inc.		608	Konica Business Machines Ltd.		108
Barrday Inc.		801	L.E.O. Products	311	313
Best Universal Locks Ltd		215	Lasermax Inc.		808
Blauer Clothing		214	Lees Motivation Canada		120
Blue Knights (Ont.)		—	London Police Service		—
Blue Line Magazine		612	MD Charlton Co. Ltd.		703
Bock Optronics Inc.		119	Mendall Consulting Services Ltd.		201
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Canada Law Book		707	Microset Systems Inc.		316
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CDN Body Armour		705	Midland Walwyn Capital Inc.		203
CDN D.C. Systems Inc.		205	Ministry Solicitor General (Ont.)		304
CDN Law Enforcement Learning		318	Mobile Vision		319
CDN Police College		224	Motorola	121	123
CDN Police Research Centre		—	MTP & OACP '96		—
CDN Spirit Inc.		712	Municipal Law Enforcement Assn.		302
Cantec Representatives		708	National Child Safety Council		804
Carruthers Shaw Architects		204	Nine-One-One Outerwear		701
Carswell Publishing		104	OACP		—
Caswell Companies International		213	Ontario Law Enforcement Torch Run—		—
City of Orillia		118	Ontario Police College		322
Comnetix Computer Systems Inc		116	Outdoor Outfits		710
Complete Waste Management Svc.		218	Police Artists Assn. of Canada		—
Crime Stoppers		—	Pro-Tech Gear Inc.		810
D&R Electronics Co. Ltd.		617	R. Nicholls Distributors Inc.	101	103
Dalhousie University		306		105	107
DDSI Compu-Capture		609		109	111
Dictaphone Canada		225		113	115
Dunlop Farrow Inc. Architects		610	Remington Arms Co., Inc.		102
Duracel Canada Inc.		226	Rogers Cantel Inc.		714
Dyplex Communications Ltd.		324	Second Chance Body Armour, Inc.		212
Enterpol Inc.		604	Sonitrol		220
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Flex-O-Lite		800	Techno-Police		100
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Frisco Bay Industries Ltd.		200	The Current Corporation	207	209
General Auto Parts		202	Thomas Electronic Security Ltd.		713
Glock Incorporated		314	W.L. Gore and Associates Inc.		210
Gordon Contract Sales		716	Whelan Canada	601	603
Hartt Boot & Shoe Company		312		605	607
I. Spiewak		615		700	702
Intel of Canada Ltd.		606		704	706
Interalia Inc.		802	Yuma Environmental		222

Exhibitor Numerical Booth List

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R. Nicholls Distributors	101	103	Cdn. Law Enforcement Training		318
	105	107	Mobile Vision		319
	109	111	Ontario Police College		322
	113	115	Dyplex Communications Ltd.		324
Remington Arms		102	Sony of Canada		326
Carswell Publishing		104	Whelan Canada	601	603
Konica Business Machines		108		605	607
Strath Craft Ltd.		112		700	702
Eurocopter Canada Ltd.		114		704	706
Comnetix Computer Systems Inc.		116	Enterpol Inc.		604
City of Orillia		118	Intel of Canada, Ltd.		606
Bock Optronics		119	Argo Instruments Inc.		608
Lees Motivation Canada		120	DDSI Compu-Capture		609
Motorola Canada	121	123	Dunlop Farrow Inc. Architects		610
Fred Deeley Imports		122	Aero Mode Uniforms	611	613
Frisco Bay Industries Ltd.		200	Blue Line Magazine		612
Mendall Consulting Services Ltd.		201	I. Spiewak		615
General Auto Parts		202	D&R Electronics Co. Ltd.		617
Midland Walwyn Capital Inc.		203	Nine-One-One Outerwear		701
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CDN D.C. Systems Inc.		205	Canadian Body Armour		705
Bolle Canada Inc.		206	Canada Law Book Inc.		707
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Blauer Clothing		214	Rogers Cantel Inc.		714
Best Universal Locks Ltd.		215	John C. Preston	715	717
Accident Support Services	217	219	Gordon Contract Sales		716
Complete Waste Management		218	Flex-O-Lite		800
Sonitrol		220	Barrday Inc.		801
Yuma Environmental Services		222	Interalia Inc.		802
Microwave Data Systems		223	National Child Safety Council		804
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Evin Industries Ltd.		227			
Jet Form Corporation		300			
Municipal Law Enforcement Assn		302			
Ministry of Solicitor General (Ont)		304			
Dalhousie University		306			
Michael's of Oregon Co.		308			
L.E.O. Products	311	313			
Hartt Boot & Shoe Company		312			
Glock Inc.		314			
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Tuesday, June 18
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EMPLOYEE ASSISTANCE PROGRAMS



Policing is widely recognized as one of the most stressful occupations of the modern age. A multitude of studies have reported that police officers and some related support staff suffer from higher rates of a variety of stress related disorders including suicide, hypertension, and premature death from natural causes. In an attempt to counteract this problem many law enforcement agencies have developed a variety of methods of assistance for their personnel. The more progressive agencies have accepted the fact that they are responsible to ensure that proper help is at least available. Some take this task very serious, others pay lip service and others do nothing at all. To try and sort out the differences Blue Line Magazine decided to go on a quest for enlightenment. We were both delighted and dismayed at the challenge. Blue Line Magazine's Blair McQuillan files this report.

A stressful situation

By Blair McQuillan

"I am the spouse of an officer in your department. I know my spouse would never call you because she is worried it may affect her chances for promotion. She needs some kind of help and she knows it. I am calling because we simply can't afford to pay for the help.

"What can I do to get some confidential assistance. She has recognized that she needs help, but we don't want her boss to know about this. What should we do?"

Good question! Blue Line Magazine wanted to know as well. The above scenario was the tool used to gain greater insight into the frame work and in particular the services offered by Employee Assistance and Peer Counselling Programs within various police agencies across the country.

In an attempt to learn more about these programs and their accessibility a survey was developed by Blue Line Magazine.

Survey parameters

The goal of the survey was to provide officers and their families with an overview of the structure of EAPs in order to reinforce confidence in the initiative, as well as to give administrators the opportunity to learn from and possibly to adapt some of the positive aspects of other programs into their own.

While the latter objective was invariably carried out within the context of this article, the main objective, unfortunately, was not fully achieved.

However, before the strengths and weaknesses of certain programs are mentioned a general understanding of the duties EAPs per-

form is needed.

EAPs exist in order to provide confidential counselling and support to employees and their families. In addition to, or in the absence of, formal counselling, some agencies have trained peer support counsellors who are available to provide support and refer clients to professional counsellors.

Most EAPs are responsible for providing assessment in areas ranging from alcohol and substance abuse to work-related and critical incident stress. It is also important to remember that these areas are not the only ones which EAPs deal with. These are open door programs which listen to the needs of all those who seek assistance.

Employee Assistance Programs generally vary slightly from one province to the next, as well as from one department to another.

During the course of the survey it was discovered that some departments, including Ontario's Ottawa-Carleton, Peel Region and York Region Police have contracts with various psychological firms which administer support service and counselling to members of the force.

Of the remaining services four are run by the department itself. These services in Toronto, Calgary, Regina and the RMCP either have EAP employees on staff within the station, or at a separate building. These departments are responsible for hiring members of the program and maintaining the program through its own administration and, in some cases and various ways, are funded jointly by Police Department and Union/Association.

In order to learn how well an EAP functions within its own force, Blue Line staff contacted each department listed in the survey and asked the person who answered the call if they would be so kind as to provide the name and number of an employee counselling service or peer representative in their area.

In most instances, this request was followed by a long pause. When the person on the other end of the line finally regained the power of speech they usually simply stated: "Good question, hold on." After this response it was found that the person at the desk had no idea as to what an Employee Assistance Program was, never mind whom to call if a request for assistance was made.

Surprisingly some of the departments which fell into this category were some of Canada's largest and most respected police forces.

The Survey

During the course of our across Canada Survey on Employee Assistance Programs a list of ideals were established before a single call was made:

- Ideally, an Employee Assistance Program would be a trusted and well-established entity within police agencies across the country.

□ Ideally, an EAP would be so accessible to officers, civilian employees and their families that they would be able to get in contact with a counsellor or a peer support volunteer at any time during the course of any given day.

□ Ideally, everyone within any given department would be so familiar with their EAP that, when asked, not only would they be able to provide a caller with the name of a contact person within the program, but they would have their phone number readily at hand.

We do not, however, live in an ideal world.

That is not to say that there is no EAP in the country which is not effective. Most police agencies in Canada have taken a genuine interest in this initiative and have designed programs which offer a full range of support services. But, as the survey revealed, no EAP is perfect.

When the telephone survey was conducted Blue Line had two main concerns. One, that there was an established EAP running within the department and two, that any one who picked up the phone would be able to provide the name and number of an available EAP member. The following is a breakdown of our more interesting contacts.



Calgary has one of the best EAPs in the country. The program is integrated within the department and provides an array of services to all personnel through a team of psychologists, addictions counsellors, peer support volunteers and a chaplain. All counsellors are available by phone or pager 24 hours a day.

Upon calling the department we found the woman at the desk was able to promptly provide the name and number of a contact person within the program.

With its status amongst personnel and the number of services provided, the Calgary EAP is definitely one of the more impressive programs we interviewed in the country.



Metro Toronto Police, like Calgary has an integrated program which consists of a number of counsellors and peer support volunteers who are available 24 hours a day through phone and pager. The staff is keen, knowledgeable and extremely discreet.

One of the shortcomings, however, is the program's celebrity within the department. When inquiries were made as to the contact for the program at two Toronto police divisions, the sergeants at the desk were unable to provide anything. Neither had the name or number of the EAP contact available, nor did they know where it could be found. We were finally relayed to the central dispatcher to get the number of the EAP coordinator.

Due to the difficulty in getting information we decided to go on a hunting expedition to see where a member of that force could receive passive information (i.e. no personal interface) about the program.

It was noted that a small business card size advertisement is placed on page three in their Police Association monthly magazine. An inspection of the Chief's monthly magazine revealed no similar advertisement was available to inform members in need of where help and advice could be found.

Upon checking their "Internal Telephone Directory" we checked under "E" for "Employee Assistance Program" and the listing simply said "See Miscellaneous". Much to our shock... there was no "Miscellaneous" section in the directory. When the Public Affairs branch was contacted the receptionist answering the phone supplied us with the number quite promptly.

As good as the Metro Toronto Police EAP program is with regard to talent and resources we could only give it a one star rating for member awareness. Perhaps a couple of musical jingles broadcast over their brand new communications system would be in order along with a catchy phone number like 807-7837 (Dial T-O-STRESS).



Ottawa-Carleton, Peel Region and York Regional Police have been grouped together because they have EAPs which are similar and unique in a very positive way.

All of these forces have chosen to run their EAPs on a contract basis and give the work over to psychological firms. These firms have support personnel available 24 hours a day through an 800 number which is made available to all employees.

The firms and the departments have ensured the availability of the number by publishing it on a variety of items such as wallet cards, fridge magnets and brochures. This variety ensures that the same message is continually fresh and not over looked after a while.

Though some officers seem to be skeptical of the fact that these firms deal with employees in virtually every imaginable field, it should be clearly stated that they are trained professionals who are experienced in meeting the specific needs of emergency services personnel.

While these three departments have taken great strides in order to provide their members with around the clock phone support, it would be nice if members had the option to simply "drop by" in a more informal basis at a given location to obtain help from firm representatives in person.

All agencies also have a form of peer counselling program in place.



Vancouver comes with two EAP programs. One is provided by the city under the Vancouver Civic Employee Assistance Program. This program covers 8,500 municipal government workers from maintenance workers to emergency services personnel and is available free of charge.

Although the program is run by the city and is independent from the police station it is still well-known within the service. With one simple call to Vancouver police we were put in touch with a counsellor from the city in short order.

Further investigation revealed the second program is a City Police Management and Union contract for Psychological Services as a health benefit. This service is restricted to the practice of "registered Psychologists" only whereby police families will get the service for

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a maximum of \$2400 per household. Although a nice benefit one concern appears to be client confidentiality. One incident that was brought to our attention was an officer who sought out the assistance of a psychologist through this plan. The client was diagnosed suffering from an acute stress disorder and his file was passed along to the Human Resources section of the Vancouver Police. If this incident is true then the confidentiality factor and the program's entire credibility has been brought into doubt. Most people in need will not take the risk of showing up if the boss is going to know all about it. It would be nice if everyone could get it together for the common good of the client.



The coordinator of the Halifax EAP takes a progressive, "we all wear the same uniform" approach to this initiative. Offering assistance to all personnel across the country, Halifax has made the extra effort to ensure that those in need receive the assistance they require.

With a trained counsellor and referral agents on hand at all times, the Halifax EAP has been able to provide support for not only its officers, but also to members from other emergency services right across the province.

With this force's recent amalgamation with the Dartmouth and Bedford Police Departments the coordinator of the program is hoping to spread the word regarding the service to new members who may not be familiar with it. This

however should not prove to be a difficult task as the program appears to be well reputed within the previous Halifax policing community and it has been enhanced by the two other departmental acquisitions.



numbers of these counsellors are made available to all personnel through a brochure which is mailed out on an annual basis.

However, Regina does not only offer this service to its own members. If personnel from other departments happen to call for assistance, the list of counsellors will be provided to the caller for their own use. This type of generosity indicates that Regina has one of the few programs which has looked past the needs of its own service and taken on a more caring attitude toward people in need.

Though the program is not an in-house establishment it is one which is well-known within the department. Through the course of the survey numerous calls were made to Regina, during which the caller would ask for the name and number of the EAP coordinator. On every occasion the first person to pick up the phone provided the information within seconds. It is quite clear that if you are a person in need in southern Saskatchewan help is there.



The members of the Winnipeg police are fortunate in the fact that they are covered by the city of Winnipeg's EAP, in addition to their own internal EAP.

The service's EAP is comprised of a psychologist, chaplain and fitness instructor, who all work under the Behavioural Health Services unit. This program even goes so far as to hold lectures in order to ensure that the members of the force and their families are aware of the assistance available.

In addition to providing service for their own members, the Behavioural Health Services unit would be willing to supply officers from other agencies with the names and numbers of counsellors who are receptive to the needs of the policing community.

At the time of writing there were no rumours attached to this system even though it works from within the police department itself. The people in charge assured us that confidentiality is very high on their priority list.



With a police force which employees 8.2% of the country's officers one would think that the need for an established EAP has been addressed. That is not the case with the Ontario Provincial Police.

(continued...)

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(... continued)

Although it may be harsh to publicize it, this force lacks any noteworthy support base. Though some claim there is an active volunteer peer support program within the force, none could be found through our efforts.

Upon calling one detachment the Constable who answered said he did not know the name of the peer support counsellor, but would search for it if the caller was really in need of it.

When a call to a second detachment was made, the woman who answered honestly stated she had no idea as to who their peer support counsellors were and suggested a call be made to the District Headquarters.

After completing the calling circle and picking up scraps of information from those who constantly put us on hold and transferred our calls, it became clear that the system as it stands, is rather dismal.

Word around the rumour mill has it that the system will be in for an overhaul within the next year and a new initiative will be formed. For the sake of the members of the OPP it is hoped that the rumours are true.

In the mean time officers in need could call the Regina, Winnipeg or Halifax or Metro Toronto Police Services in an emergency.



Durham Regional Police has a combination of Peer Counsellors and professional referrals. The system appears to work well with regard to confidentiality and our spot check revealed that members knew

whom to go to and where to call. Members in need presently call a number that puts them through to a local hospital and they forward the request to a trained psychologist or other professional. This system is currently under review and other formats are being considered.

A program working along side the professionals is the volunteer Peer Counsellors. The Service has a volunteer coordinator who can match up a person calling for assistance by supplying the phone numbers of several volunteers living nearby the caller. Designed after the Metro Toronto Police model, trained volunteers are selected from a cross section of ranks and positions to ensure confidentiality and an empathetic, if not sympathetic, ear.

An interesting sidebar to our queries to this agency revealed that this agency is not too proud to look to another police agency for help. This is a healthy attitude and after one particularly horrifying incident this attitude paid off.

A couple of years back three members from a small town detachment just north of Oshawa were shot and seriously wounded by bank robbers who also shot and wounded two other citizens while eluding police.

Although some closure was attained with the speedy arrest of the suspects, the on-going after effects of the incident saw a wide array of post-incident trauma on not only the officers but also support staff and colleagues. The incident was also felt within the community itself and many citizens affected by the incident required assistance as well. To assist in their hour of need the Metro Toronto Police and other agencies sent in counsellors and professionals to help deal with the trauma.

This incident underscores the need for Employee Assistance Programs in even the smallest of communities.

Conclusion



Upon the initial completion of the survey it seemed as though EAPs in this country were, for the most part, in a state of turmoil. It was very discouraging to learn that most members had little or no knowledge of their agency's program. It was also very disheartening to learn that there are still police services in this country which have made little effort to implement a sound EAP program, much less recognize that stress is a factor which directly relates to an officer's performance in the field and an agency's ability to fulfil their mandate.

However, now that the dust has settled and

the information can be interpreted from an objective standpoint, it appears as though most, but certainly not all, EAPs are simply in need of some fine tuning.

It should be noted that to be effective an Employee Assistance Program must have the confidence of the people to whom it was designed to assist. This can be only accomplished if the member has confidence in the program's confidentiality and its abilities. (and in that order) Any EAP that falls short of this standard may as well fold up their tent and take in the shingle.

With this in mind there seems to be no reason why members from most forces should not take advantage of their EAP. After all, these initiatives were put in place to ensure comfort and support can be offered to those who need it and at the time they need it most.

As for those officers who need assistance but work for forces which have lax or nonexistent EAPs, seek help from an independent source. Just because your force doesn't offer assistance doesn't mean that you will be unable to find it elsewhere. If you need some confidential advice simply call another detachment or police agency. Some agencies will lend some help and advice over the phone without any inquiries about where the member works.

Perhaps sometime in the not too distant future all police agencies in this country will take the initiative to ensure that an effective EAP is in place within their service. Until such time however, and even after, everyone must be strong enough to offer, lend and receive support from each other.

You are your brother's (and sister's) keeper.

Employee Assistance Program Contacts

Calgary - Alberta

D/Chief Len Esler (403) 268-5902
Dr. Worsher (403) 268-8380

Vancouver - British Columbia

Terry Brennan (604) 665-2150
Insp. Gary Bateman (604) 665-2132
Barbara Gardiner (604) 257-5818

Metropolitan Toronto - Ontario

Terry Nunn (416) 365-0738

Ontario Provincial Police

Gwen Strachan (705) 329-6691

Ottawa-Carleton Police - Ontario

Gillian Mercer (613) 829-2211
Assistance Line 1-800-268-5211 (English)
1-800-363-3872 (French)

Durham Regional Police - Ontario

Chuck Mercier (905) 649-2203 Ex. 5400

Halifax - Nova Scotia

Cst. K. Paul MacKenzie (902) 455-3830
Cst. Paul Martin (902) 490-5414

Fredericton - New Brunswick

Gaynelle Cloney (506) 462-9203



Like the OPP, the RCMP seem to be unable to put a sound EAP together. (Called MAP)

Officially the RCMP

has one MAP coordinator within a major city in each province, supported by roughly 50 volunteer peer support counsellors across the province who are available to aid officers in need. These individuals can be reached by simply looking their numbers up in internal bulletins and other inter-office communications.

In reality, the system simply does not work. Most agencies know that they can contact a MAP coordinator in a time of need, but they have absolutely no idea who their peer support counsellors are. (See chart opposite.)

This fact was backed-up by numerous phone calls made to detachments across the country. Upon contacting one detachment, the Constable said that while they most certainly had a list of support counsellors, she was unsure as to where it may be. She thought perhaps it was "in a manual or something" but where the elusive manual was, or which one it may be was unknown.

The RCMP must take measures to ensure that the names of these representatives are established within each detachment. Perhaps the RCMP could learn from other agencies and produce a printed list of peer counsellors for the entire country which could be mailed out to each member of the force annually. Another thought would be to have the number included in an ID size card to accompany the pocket badge or a sticker to place on the back of it. These types of initiatives would be effective in keeping all members up-to-date and informed as to who they can contact for assistance.

Regina Police- Saskatchewan
Joanne Hutchison (306) 777-6637

SPCUM (Montreal) - Quebec
Dr. Norman Martin - (514) 280-3214

York Regional Police - Ontario
Assistance Line 1-800-387-4765

Peel Regional Police - Ontario
Assistance Line 1-800-268-5211 (English)
1-800-363-3872 (French)

Royal Canadian Mounted Police
Member Assistance Program Coordinators

A Division - Ottawa
Cst. Jean Chevrier (613) 993-8290

B Division - Newfoundland
Cpl. Mike Ouellette (709)722-3189

C Division - Quebec
Colette Ladouceur (514) 939-8416

D Division - Manitoba
Sgt. Max Churley (204) 983-8734

E Division - British Columbia
Cpl. Gary Sexsmith (604) 264-2762

F Division - Saskatchewan
Cp. Gary McLennan (306) 787-5467

G Division - Northwest Territories
Sgt. Leon McAllister (403) 920-8353

H Division - Nova Scotia
Sgt. Don Sullivan (902) 426-7201

HQ Division - Ottawa
S/Sgt. Ron Darlow (613) 993-1032

J Division - New Brunswick
S.Sgt. Rick Ratelle (506) 452-3005

K Division - Alberta
Sgt. Dwayne Heinsen (403) 428-2501

L Division - Prince Edward Island
Cpl. Joe Martin (902) 566-7160

M Division - Yukon
Sgt. Frank Ryttersgaard (403) 667-5581

O Division - Ontario
Sgt. Bob Sherren (519) 640-7457

Training Academy - Regina
Cpl. Mike O'Connor (306) 780-6916



Police families get video-tape about officer stress

The New York City Police Department recently announced it is sending out 50,000 suicide prevention video-tapes to the homes of each officer and employee.

"If you're on the edge then have the sense and courage to admit it," Commissioner William Bratton was quoted in a news report from Associated Press on April 9th.

The 12-minute tape was produced in reaction to 14 officer suicides recorded on the police department in 1994. The statistic dropped to seven in 1995 but the first quarter of this year has seen three more and top officials were alarmed.

A 1994 study revealed that NYPD officers kill themselves at more than double the rate of the general population.

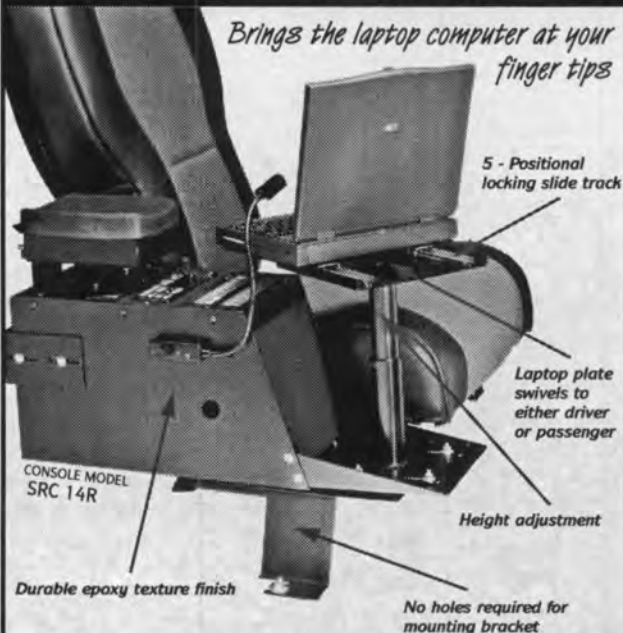
The press release said the video, which lists counselling and hot-line services, is aimed primarily at family members. Studies have shown that while officers may mask their feelings on the job, family members can sometimes see changes in behaviour and seek help for the officer.

Experts cite the job's daily contact with violence and misery as precipitating the depression and subsequent suicides.

New York City currently has over 30,000 sworn police officers.

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New test permits credible "coping behaviour" profile for corporate or self analysis

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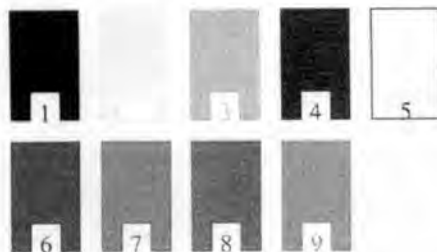
1. Look at the nine color squares.
2. Without associating these colors with anything in particular, select the color that is most appealing to you.
3. Put an "X" through that color and put the number of the color in the "A" blank (answer section)
4. Look at the remaining "8" colors and select the next most appealing and mark the number in the "B" box on the answer sheet.
5. Continue until all the colors have an "X" through them and the answer boxes are full.

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by Morley Lyburner

A northwestern Ontario police officer has brought into Canada a very unique program that includes a self test which assists in the early detection of inner conflict and self improvement.

Keewatin, Ontario, resident John Potts, a member of the Ontario Provincial Police, has obtained the distribution and marketing rights to the MSH Coping Behaviours Profile from Houston psychologist Michael S. Haro.

Dr. Haro developed the MSH Coping Behaviours Profile in 1994. The idea for this assessment was patterned after the Luscher Short Color Test. Having used the Luscher test for several years in his private practise, Dr. Haro identified a need for a more behaviourally specific results report.

Combined with his working knowledge of the Luscher Short Colour Test and a survey of the literature, Dr. Haro focused on four measurable behaviours: Self-Esteem, Coping Behaviours Related to Change, Learned or Instinctive Responses, and Coping Behaviour Patterns. Armed with this knowledge he designed the

MSH Color Assessment Stress and Personality Inventory.

The MSH Coping Behaviour Profile consists of nine colours: Blue, Green, Red, Yellow, Violet, Brown, Black, White and Gray. These colours have been documented in behavioural tests and represent basic behavioural tendencies which are the basis of the MSH Color Assessment test.

The test can be completed in less than two minutes. The nine colours are presented to the participant on a "Personal Report Answer Sheet." Each colour is numbered one through nine. The participant is asked to select the colour that is most appealing from the nine colours presented. The participant is instructed to make this selection without associating the nine colours to anything in particular, just how these colours appeal to them. Once a colour is selected, the number representing that colour is placed in the "A" box on the answer sheet.

Looking at the remaining eight colours, the participant is asked to select the next appealing colour. The number corresponding to this colour is placed in the "B" box. This process is

continued until all nine colours have been selected.

Given this test sheet the Coping Behaviours Profile Results are produced on a four to five page report. The analysis descriptions are stated as general or global perceptions with each individual having the opportunity to determine specific situations or events the information triggers or reminds him/her of as related to: coping behaviour under normal conditions (self-esteem; coping behaviour as challenges or problems develop (change behaviour); instinctive response (learned) coping behaviours (subconscious or survival responses); and coping behaviours under increasing stress conditions (moderate high, and intense).

In addition to the self test there is also a "Practitioner's Report" which can be produced for an interviewer, counsellor, or individual directing the participant who completed the assessment. The "Practitioner's Report" measures three levels of behavioural and psychological risk factors that might contribute to the etiology, character, persistence, and/or treatment of behavioural factors experienced by the participant. The three levels assessed are:

High Risk Factors: These are highly significant indicators and are generally observable, manifest behaviours of the participant. They may be dramatically impacting his/her behaviour.

Moderate Risk Factors: These are significant indicators that the participant may be hiding or protecting. The interviewer may or may not see these behaviours being overtly demonstrated. Moderate risk factors may have to be pursued on the part of the interviewer. Their identification on this report makes this an easier process for the interviewer.

Low Risk Factors: These are indicators that may or may not have significance attached to them. The interviewer can bring them up or ignore them. These indicators are available for awareness exploration with the participant. They may generate additional information even if they have limited application.

Individuals who strike a healthy balance between work, family, and play — and seek psychological intervention before problems get out of hand — are better able to counter negative effects of stress. People can better strike this balance when they are able to understand emotional issues and psychological triggers. The MSH Coping Behaviours Profile is said to be one tool that can provide the mechanism for this awareness.

In July 1995 John Potts founded a company called "MindWorks" to help market the MSH Color Assessment Stress and Personality Inventory test. John has, over the past ten years, attained instructor levels in Forensic and Therapeutic Hypnosis as well as Behavioural Analysis and Interviewing Techniques. Although John has not been used with the Ontario Provincial Police he still offers his assistance when asked.

John discovered that being in the behavioural sciences field, and seeing first hand the effects of stress and trauma on police personnel, there was a need for some type of measurement as to ones own self awareness. If not to overcome the affects of the stressful tasks of a police

officer, then at least to be utilized to enhance the career the officer has grown to love.

John also discovered there is an intense need for effective employee assistance programs. It was also apparent that these programs require some form of a highly credible measuring guide. When he investigated the full spectrum of what was available he focused his attentions on Dr. Harrow's Color Assessment.

Investigation revealed that the MSH Report not only offered the immediate inexpensive awareness of the affects of stress or mental illness but also offers the employee and/or the employer a better understanding of the problem. This understanding can then be dealt with by the employee and also can be used as a starting point for the professionals that may be required.

As a side bonus John discovered the MSH test even offers the employer a program to identify productivity, career expectation and career development. The results of the profile reports can then become a road map to recovery and multiple profiling can effectively measure progress of one or more employees.

Programs Offered

The MSH offers four program reports and for the employee or employer it offers a wide array of applications.

The MSH Crisis Intervention and Conflict Management Program forms a solid base for the employers to offer practical assistance through a better understanding of the real problem. Early intervention is the key as opposed to damage control. The MSH can be used on an individual basis with complete confidentiality providing self awareness or in conjunction with other professional people.

The Risk Management Program offers a detailed report in a variety of headings. This report not only offers the employee a map of their strengths and weaknesses but also the categories are rated under high, moderate or low risk. This offers the employee a goal setting effect for self betterment. This can be performed individually or as a team awareness report.

The Team Awareness Report is similar to the Risk Management Report but does not offer the risk profile. This program could be used by the employer for hiring, team building and career development.

There have been multiple validity studies performed with the MSH and a study performed by the Houston Police Department rated a return of 85 to 95 percent accurate. The test is simple to complete and the information has been documented to be very accurate in all categories.

The MSH just could be the future of in-house counselling and the future of self awareness for the policing profession. With all the financial and program cuts it appears that now is the best time to get the maximum results with the least amount of expense. If you are open minded and looking for something innovative to get results call John at MindWorks and book a workshop on the MSH. You can also contact him for your own personal test which he will analyse for you for a nominal fee.

FOR FURTHER DETAILS ON MIND WORKS TURN TO INSIDE BACK COVER OF THIS ISSUE

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Street Proofing Program Promotes Community Policing

by Bob Hinchcliffe - Regina Police

Children everywhere are potential victims of violence and exploitation regardless of how safe and caring their community may be.

Given Canada's free and open society, it is impossible for the police to neutralize all potential perpetrators of evil even with the assistance of the courts, correctional system and every responsible adult.

We must therefore, assume the responsibility of providing our children with the life skills they require to reduce their risk of victimization. The most important thing we can do for our children is to prepare them to meet the dangers and confrontations of society.

Every crime consists of three main components. These are desire, opportunity and the victim. Desire is the motivation which produces criminal activity. Opportunity is the set of circumstances which facilitates the criminal event. The victim is the target or reward. No crime can occur without the presence of all three components.

The goal of street proofing is to lessen or remove the opportunity for criminal behaviour or misadventure by hardening the target. To achieve home security we employ deadbolt locks, alarm systems and Neighbourhood Watch. In street proofing we instill a level of caution in our children so they realize they are not invincible and we create safe havens for them in the community through Block Parents.

This task cannot be left up to the police alone. It is just as critical to take a holistic approach to child safety as it is to elder abuse, home security, and health care. There was a time when we placed the entire responsibility for our health on the shoulders of medical practitioners. We only consulted them when we were sick. We expected them to threat the

symptoms of our illnesses and return us to a state of wellness. Likewise, we expected our police to instantly react to incidents of crime and utilize massive resources to reestablish normalcy in our lives. Just as we must share the responsibility for our own wellness by practicing healthy lifestyles, we have to take ownership of the duty to protect our children.

As parents we are at a disadvantage. Most adults are not street proofed and experience difficulty communicating with our children about these issues. It is also a complex task to forge the necessary partnership between the police and the public. Community policing enables us to work together and understand our respective roles. The challenge herein is to find a vehicle to accomplish this goal.

One such vehicle is the *Never Be A Victim* Program. This four part interactive video series, produced by Robert Gordon in cooperation with the Metropolitan Toronto Police, is distributed by Nelson Publishing. It deals with street proofing in a tactful but clear manner. Issues addressed in *Never Be A Victim* include: safety, bullying, harassment, abduction, dangerous places, peer pressure, sexual abuse, violence, self respect, communication and responsibility.

This educational format provides us with the means to accomplish our goal. *Never Be A Victim* promotes a partnership between educators, police and the community. It permits the street proofing message to be delivered by educators in the classroom or parents in a home setting on a continuing basis. This frees resource officers to concentrate their efforts on other areas of equal importance and empowers ordinary citizens to actively practice crime prevention.

We learn there is no difference between an

abductor, a pimp, a drug dealer or a street gang recruiter. Each takes away our children and maintains control over them. Each forces them to do repulsive acts against their will and can result in their death, grievous injury or emotional trauma.

A street proofed child knows how and why to resist the approach of all these criminals.

We learn the importance of family communication. We should ask our children what was the best thing that happened to them today and what was the worst. This communication instills in our children confidence that they can tell us about anything and we will still love them unconditionally.

We learn to walk through our neighbourhoods as a family team, identifying the dangerous places in which to avoid playing and the safe havens to approach when in distress.

Our children learn the importance of actually being where they told us they would be so we know where to start looking for them if they are in trouble.

Never Be A Victim mobilizes the community to partnership with the police. It revitalizes organizations such as Block Parents because it encourages member involvement and furnishes a blueprint for positive community action.

If your police service is looking for a method to actively practice community policing, you should consider employing the *Never Be A Victim* Program.

In addition to the wellness issue, the cost saving afforded by preventing just one tragedy would more than offset the expense of providing universal access to this life saving information.

Remember, there is nothing more important we can teach our children than how to stay safe.

For further information, contact Nelson Canada, 1120 Birchmount Rd., Scarborough, Ont., M1K 5C4, tel. (800) 268-2222, fax. (416) 752-8101.

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Constable Fred Ells has left a strong legacy, his 32 years of serving the Children of the City of Vancouver as well as the Vancouver Police Department. Fred is pictured here surrounded by what meant the most to him, the children of his community.

"Building community partnerships" police theme at Grey Cup '95



"The Wandering Persons Registry Builds Community Partnerships" was the theme of a float entered in the 1995 Grey Cup Parade by a partnership of the Regina Police Service, the RCMP, Alzheimer Canada, Regina Block Parents, and Cindercrete Products. Volunteers from each organization and the Citizen's Police Academy Alumni spent many hours designing, building and presenting this float. The message "when a loved one wanders, help is at hand" was effectively communicated to the television audience and 70,000 spectators at one of the most successful Grey Cup Parades in CFL history. This float was a prime example of community policing working toward the betterment of our lives through the Wandering Persons Registry.



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Racial identities - How important are they?

by Gary Miller

For years, the leaders in Ontario and Metropolitan Toronto have shied away from an honest discussion of who commits crime in Metro. This is not new. Toronto police used to routinely and mysteriously deny the presence of Mafia crime in Toronto; (it was everywhere else, why wouldn't it be there?) Now Metro city managers, with the servile compliance of our police, deny flatly there is any particular minority crime problem. Does denial help it go away?

Emphasizing racial differences is not new in Canada. While we look with disdain at the American "melting pot" which actually expects a commitment from its newcomers, our "Unity Through Diversity" dogma with its oxymoron incongruities demands that Canadians subvert their customs to incoming cultures. Successful nations strive for common goals and values. Should Canadians derive pride from the fact that anything distinctively Canadian has been stealthily dismantled and that instead we have the first (and only) "Ministry of Multiculturalism" in the world? We still spend billions drawing out each others' differences, then are amazed that Canada is on the verge of breaking up.

Racial identities are constantly being elicited by Canada's government from its citizens and then published to measure, determine and influence every possible societal and social dynamic. As I write this, a new Statistics Canada census is being circulated which demands that Canadians once again divide and subdivide themselves along skin colour, race, national and ethnicity lines. Refusal to answer these fundamentally racial questions will bring fines or jail. However, on the municipal politics side of the Metro Toronto Police, it is still forbidden to address crime by race.

Is race an irrelevant factor in the area particularly of violent crime against the person? If the numbers of offenders were proportionately about the same across the board, the answer would be emphatically yes. But the numbers are not even close to being equal. In fact, what can be seen, in spite of those who blame a "racist" system, is a huge disparity in crime between one race and all the rest.

Officially it is Metro's best kept secret. unofficially its worst kept secret. Comparing racial benchmarks has become a national pastime, even the norm of Canadian society. Then why is revealing crime statistics by race judged as irrelevant, even racist? Two sources revealing offenders by race, published but not widely known, were available to the writer. First, unidentified violent offenders still at large are described daily in Metro Police "Major News Reports". Secondly, the numbers from the very end of the process; jailed offenders. In both tallies, blacks predominate. Society should be

concerned to know why.

A few brave souls, such as Toronto's Christie Blatchford, have tackled the subject head on, in a direct, fair manner, and been condemned by activist forces for their efforts. An open discussion on the subject is almost impossible in the City of Toronto where accusations of racism and stereotyping fly as indiscriminately as dance club bullets. A former high ranking Metro police officer, the much admired London Ontario Police Chief Julian Fantino, simply provided statistics based on crime in a given area (at a politician's request) and was handily chastised. He paid a price for his honesty; the top police job in Toronto.

In January of 1996, the Globe and Mail printed editorial comment on a \$5 Million report called the "Commission on Systemic Racism in the Ontario Criminal Justice System" which had been ordered by the previous provincial government. At that time the Globe edito-

"Few groups are scrutinized more closely and continuously for bias than the police. It has not been found because it is not there."

rial declared: "Canada has a serious crime problem, and more to the point, a serious minority crime problem."

To support this, the Commission's own statistics were cited which are so powerful in their implications that they cannot be dismissed or ignored. Published were numbers of criminals incarcerated by race. These were not new accused persons just entering the criminal justice system but the final tally of offenders by race who had been arrested, tried, convicted and sent to jail.

Every component of the criminal justice system (police, prosecutors, judges, juries) would have had to be convinced by evidence of the accused's culpability in the commission of serious indictable crimes before he was jailed.

Rate of Incarceration by Racial Group in Ontario per 100,000 population of each group:

Black	3686
Aboriginal	1993
Total average	827
White	706
Arab	482
East Indian	456
Asian	360

The Commission, headed by Judge David Cole, favoured the conclusion that the preponderance of black criminals in the system, revealed the facilitators, from the lowliest beat constable to the learned judge, were systematically racist. Not only is this untrue but it's deeply insulting to hard working dedicated people.

Was public money well spent on this re-

port? Cole's report, at 445 pages, cost \$11,236.00 per page. It does give us those indisputable prison figures, showing blacks in proportion to other groups as the most likely candidates for jail. Then, with professorial certainty, Cole skewers "systemic racism" as the cause of the over representation of blacks in the prison system. From the first initial police contact on through to arrest, charge, trial, conviction and incarceration, Cole rarely strays from this singular theme.

These penalties cleave closely by race to the criminal cases the police are putting before the courts and the racial representations in crime that police are encountering in the front lines. Even so, crown attorneys vet all criminal cases and many are resolved by crown diversion or at pretrial meetings where crown, police, defence and judge agree on a resolution before trial.

If the police WERE unfairly targeting blacks with frivolous, capricious and unprovable charges, a crown attorney would spot the case long before it went to trial and police would be called to account. The system has many checks and balances. The incarceration figures are no accident and are not racist. They are a chillingly accurate picture of crime trends on Ontario's mean streets.

It is one thing to question police integrity but Cole treads on dangerous ground if he is calling into question the ethics and fairness of crown attorneys and judges. A convicted person can only be sentenced to jail by a judge after consideration of crown submissions and rejection of non-custodial alternatives.

A black is five times more likely to end up in jail than a white and ten times more likely to end up in jail than an Asian. Is this necessarily proof of discrimination against anybody? Could it not reflect crimes actually happening? Why have these outcomes been dismissed by some so contemptuously as exemplifying institutionalized racism? Because it is easier to blame others.

Police know that their determinations on the street will be scrutinized for correctness by many people. The Charter imposes many duties on the police. Their documents are reviewed by senior police investigators, court personnel, and lawyers. In the enforcement of the law, the police have no special reason to seek out or to avoid any racial group. Why on earth would they bother? Few groups are scrutinized more closely and continuously for bias than the police. It has not been found because it is not there. Judge Cole's enquiry found nothing of much interest. Many police officers will attest it was not for lack of trying.

Yet, the incredible growth of crime within certain groups has been explained away by self serving lawyers as "aggressive and intrusive"

over policing against one race. Judge Cole's soul mates, such as defence lawyer Howard Morton and the omnipresent leftist lawyer, Clayton Ruby are spouting this poppycock to anyone who will listen, hoping that their high profile name will give it some legitimacy. The concept dovetails so well with "systemic racism".

Howard Morton got away with publicly stating the following: "All minority groups or ethnic minority groups are discriminated against by over-policing; the number of times they're stopped on the street and asked questions; and the charges that are laid against them."

Metro police statistics could put the lie to all this nonsense. Personnel shortages alone obviate "over-policing". The Police Board's gag order remains in place preventing police from refuting Morton's allegations. A high ranking police officer was present when Morton made his inflammatory remarks. The officer did not respond directly at the time to dispute it. He described Morton's sweeping condemnation of police matter-of-factly to this writer as "Police Bashing 101" but was content to leave it at that. A pity.

Lawyer Ruby, never one to miss taking a swipe at the police, wrote the following; (Star, February 1996) "It starts at the beginning. Too much policing of the black community is not protective, but aggressive and intrusive... Largely 'they' don't commit more crimes, rather our black community is over-policed, over prosecuted and over punished."

Again, people who might do so, don't dare dispute Mr. Ruby's breathless assumptions, for

fear of the ever ready finger of discrimination pointing their way.

Every day, the Metro Police publish and distribute Major News Reports, of criminal occurrences, euphemistically known as "the Majors". The Majors list all crimes reported within the previous 24 hours which are of a serious nature such as major property offences or violent crimes against the person. Where the offender(s) are still at large and their identities are unknown to either victims or the police, if the victims have seen and can describe their assailants, a description is allowed naming the race (the Metro gag order's only exception).

No official count is kept of offenders by race because that is deemed to be illegal and stereotyping. But various people over the years, usually in the local media, have kept informal tallies. These totals could not have been produced by "over-policing" since the crimes were reported by complainants and the perpetrators are still outstanding. The shocking story is that 65 to 70 % of the unapprehended offenders are reportedly black, 15-25% are white, and the small remainder are from all the other races combined.

These are raw numbers that Metro produces every day, day in and day out. They are indisputable and it is all suppressed in the interests of "racial harmony." Needless to say, all reported serious offences occurring where arrests have been made make no reference whatsoever to the race of the offender(s).

Why do Arabs, East Indians and Asians all seem to enjoy some sort of positive discrimination (continued...)



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(...Continued)

tion which works in their favour? Do the police just like them better? No. Maybe these groups really do place a higher than average value on learning, hard work and the traditional family and stay out of trouble as a result of it. We should give them credit for that. The figures are so remarkably different between the minorities ending up in jail and the minorities least likely to end up there. For over represented blacks and first nations people, something is seriously out of whack.

It goes without saying (but I must say it) that most blacks and aboriginals are decent, law abiding citizens whose lives are certainly not made easier by the criminally errant members of their own respective groups. But until the problems of crime within their communities are faced, and fundamental solutions sought, it will never be resolved. They must move past blaming others.

But, governments have been of little help. It is more fashionable to beat the bushes for villains within the dominant community. It is easier to unleash teams of high priced bureaucrats with the power to impose mandatory anti-racism seminars for the facilitating groups: police, crown attorneys, judges and others in the system. In a classic case of shooting the messenger, those who enforce and administer the law are identified as insensitive and stubbornly racist.

As a result, the bogus cause of the numbers disparity (systemic racism) is the focus of wasted

effort, increased frustration, wasted money, endless rounds of corrective training seminars for the alleged racist groups at huge cost and negligible benefit. The real problem is left untouched. It is like treating a broken leg with a pain killer. It may relieve the pain briefly, but what was broken before, remains broken, or knits together in a grotesquely misshapen fashion, hobbling the victim for life. A solvable problem soon becomes chronic without effective treatment.

Many community groups suffer from gratuitous domestic violence, early school dropouts, immigration by known criminals, breakdown in the family structure, alcohol and substance abuse, teen pregnancies, and the lack of

"To dismiss these numbers as caused by racism is a simplistic fiction which serves everyone badly."

a positive male role figure. All of this will influence the outcomes of any group. But when blacks are asked to cite the source of their problems, racial discrimination continues to be almost their singular focus. Racism, we are told, explains why the majority of blacks (and aboriginals) continue to dwell at the low end of the economic scale. If we, and they, never look further than that, then blacks and aboriginals have a grim future to contemplate.

Crime is crime. Police are trained to recognize it and have no need to invent it. All their training directs them to deal with crime objec-

tively. The Criminal Code was written by people of moderation and fairness. It is rubbish to suggest that police arbitrarily target one group to the exclusion of all others.

Victims of violent crime whose attackers are at large and whose identity is unknown to them have no reason to mis-identify the race of their attackers. In a free society, other Canadians have a right to know the truth in order to practise caution. Canadians, including Canadian police are demonstrably among the least prejudiced in the world. Millions from the third world are clamouring to come here to seek out a better life. Peace, order and the rule of law is part of that better life.

The police must, of course, patrol high crime areas more frequently and diligently than they would, quiet areas. This is necessary because reduced numbers of police make it impossible to do otherwise. Law abiding citizens from all racial groups are entitled to equal protection.

Police do not pick on blacks by fabricating or pumping up extraneous charges. The numbers do not lie, but the conclusions reached as to their cause may and should be questioned. To dismiss these numbers as caused by racism is a simplistic fiction which serves everyone badly.

The comparative incarceration figures from Ontario jails are not a signal of systemic racism; these rates are an objective measurement of the skin colour and racial identity of violent criminals. They are also a clarion call for corrective action by society and especially by the minority groups most affected.

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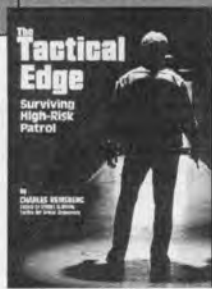
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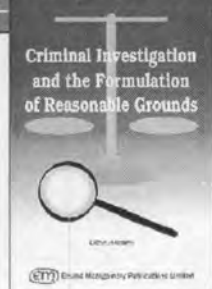
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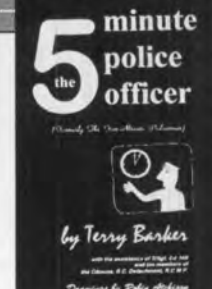
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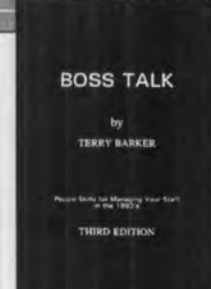
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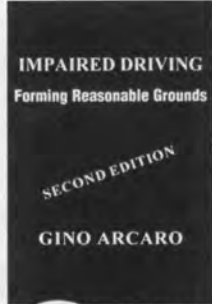
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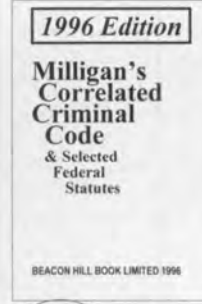
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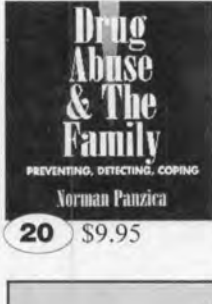
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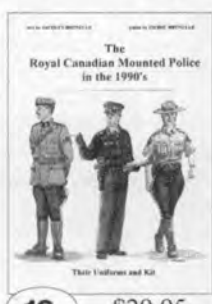
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New RCMP maternity uniform developed after members consulted



Thanks to the efforts of a maternity wear fashion specialist female RCMP officers now have a new maternity uniform which more conforms to the style of the regular issue worn by other members.

"They don't want to look any different from the men," says Sandra Tullio-Pow, designer of the new look. "It would take away from their quest for equality."

Female officers complained that the former jumper style dress, with its pleated front and lack of loops made it impractical to wear a gun belt and therefore impossible to perform their regular duties. Other officers complained that the jumper did not command the same authority as the regular uniform. Complaints received indicated that many people would approach the officers and ask to speak to a regular member thinking they were clerical staff.

One of the first members to test the new uniform and look was Cst. Marie-Claude Aresenault of the Bowmanville, Ontario Detachment. She reports the uniform is really comfortable and far better than the jumper style which she wore in 1993 prior to the birth of her first child.

Tulio-Pows stated that she consulted with nine formerly pregnant officers to obtain their input into the redesign.

Ultimate concealability from Beretta



Beretta U.S.A. has introduced the Model 3032 Tomcat, an all-new .32 calibre semiautomatic pistol which combines both concealability with stopping power.

This new double action weapon packs seven-plus-one rounds. The gun weighs 15 ounces and its overall length of 5 inches makes

it an ideal weapon for undercover and detective work. It would also make an ideal off-duty weapon or a back-up pistol.

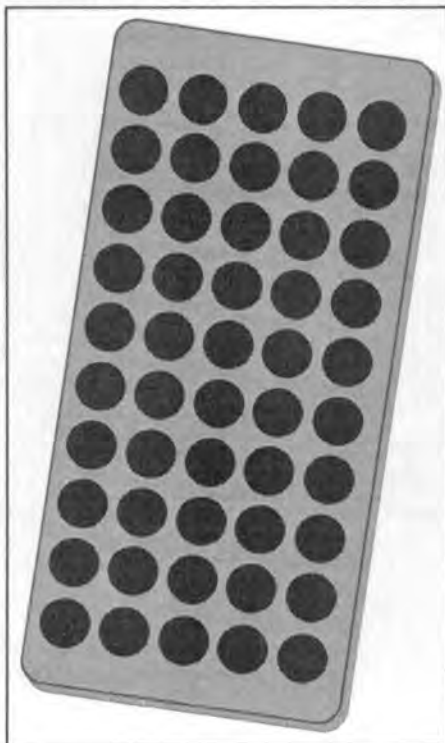
Beretta claims that when the weapon is loaded with the newer hollow-point ammunition it has a similar stopping power to a .380.

The exclusive tip-up barrel design allows the user to easily load a round directly into the chamber and assists in safe cleaning of the pistol by allowing a live round to be easily removed and checked at a glance.

The Tomcat has a thumb-operated safety mounted on the frame. It comes with black plastic grips and offered in a non-glare matte black finish or traditional blued finish.

For further details about this weapon contact the Beretta Sales Department at 301 283-2191.

Check out those bullets before you load that semiauto



*By Manfred Bentin
Blue Line Firearms Editor*

Introducing THE CHECK PLATE With the recent changeover to semiautomatic sidearms by all police agencies the quality and size (outside dimension) of the ammunition being used becomes more critical than it was with the revolver type firearm.

The semiautomatic weapon depends largely on the correct gas pressure for recycling the action and the outside dimension of the loaded

cartridge for flawless feeding of the round from the magazine to the chamber of the barrel.

I checked out a neat, inexpensive gadget, called the CHECK PLATE, distributed by R&M Sports in Guelph, Ontario.

It provides the shooter with a quick and efficient way of checking his cartridges for correct outside dimensions.

The CHECK PLATE comes with 2 flip trays and a box of 50 rounds is checked in seconds. You simply load one flip tray with the ammunition you intend to use with the base down, place the CHECK PLATE over the bullets, place the second flip tray over the CHECK PLATE and flip it. Lift off the upper tray, then the CHECK PLATE. Any cartridges that do not fall through or shake gently through the CHECK PLATE should be a concern and need your attention.

As I said before, you can quickly check 50 rounds and go on duty with peace of mind and confidence that you will not likely encounter feeding problems in your firearm due to over-size cartridges.

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LETTERS TO THE EDITOR



In your February Supply & Services Guide your magazine stated that you survey the private sector to see which companies are interested in making their products available to the law enforcement community. Well we are, and we do, and have been for decades. In fact, Kirkpatrick's is well known to police, security and similar such outfits all across Canada.... Except Blue Line, we guess. You've been missing one of the best darn police equipment companies on the continent!

We promise not to pout but we would be obliged if, in the interest of fairness, you would give Kirkpatrick's some kind of equitable treat-

ment. After all, our company's been around since 1881 - a heck of a lot longer than the "johnny-come-latelies" who made your survey and got listed in your directory. As a matter of fact we're told that some of the coppers out there wear out before our leather products do. How's that for quality craftsmanship!?

Brian Lindsay (President)
Kirkpatrick's Quality Leather Products
Phone (905) 475-2206

Editor's Notes

We were happy to get your letter Brian but it wasn't for the lack of trying. There are several Canadian companies we have been trying to get through to but some, we feel at least, are intimidated or influenced by some greater power not to communicate with us. So if we make several calls and send out letters with no response we simply feel that they simply do not wish to talk with us or are no longer interested in serving the law enforcement field. For instance several companies have begun marketing to the larger consumer masses and simply do not have time or inclination to continue servicing cops. They will probably not be in our 1997 Guide next February.

In any event next month we will be sending out our survey once again. I hope to see yours come back.

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**Thursday
April 18, 1996**

Quebec police forces join to tackle bikers

HULL, Que. (CP) - Police departments in western Quebec are teaming up to fight organized crime and battle motorcycle gangs.

Chief Jean Bourdeau of the Quebec provincial police said the plan was inspired by the Montreal-based Wolverine squad formed last fall to tackle biker gangs.

The new Outaouais squad will likely target bikers, prostitution and organized crime, he said.

Officers from the provincial police, forces from Hull, nearby Gatineau and Aylmer and the RCMP will make up the squad, which should be operational by fall.

Two months ago, police across the country agreed at a secret meeting in Ottawa that biker gangs should be a national priority for law-enforcement officers.

Another meeting is set for Toronto this weekend to discuss the issue.

Montreal and Toronto have felt most of the heat of a violent turf war between the Rock Machine and Hell's Angels.

In Montreal, guns and bombs have claimed two dozen victims.

Outlaw motorcycle gangs in Ontario, meantime, are preparing for a takeover attempt by the Hell's Angels. Toronto is said to have the heaviest concentration of biker gangs.

No benefit in publicizing young offenders, police chiefs say

By Jim Morris
OTTAWA (CP) - Police chiefs want the youth justice system changed so less serious crimes are dealt with differently than violent offences.

The Canadian Association of Chiefs of Police also sees no purpose in changing the Young Offenders Act to allow publication of the names of young criminals, much to the chagrin of Reform MP Jack Ramsay.

Ramsay seemed surprised by the association's stand on releasing names, presented Thursday before a Commons justice committee reviewing the law.

"We have removed the consequences of action when we protect the individual," said Ramsay, a former RCMP officer.

"Many people believe that's a det-

eriment to society. How can we build a system when you refuse to disclose the truth of a consequence of a person's actions?"

Chief Brian Ford of the Ottawa regional police force disagreed.

"It doesn't serve any significant benefit," said Ford, also chairman of the association's law-amendment committee.

"Let's face it, the informal network of communications within a community is such that everyone in the community knows so-and-so's son down the road is involved in a serious offence in court."

Publishing the names could also cause hardship for a youth's parents, Ford said.

Youths who rape, murder and commit violent assaults should be treated as adults, while a more holistic approach is needed for minor, first-time offenders, Ford said.

The committee plans to prepare a report for Justice Minister Allan Rock before the end of the year.

**Friday
April 19, 1996**

Florist key to big Montreal mob drug bust

by Lia Levesque
MONTREAL (CP) - An international drug bust that led to the arrest of Frank Cotroni and 29 others took nearly three years of diligent preparation and undercover work, police said Thursday.

As part of the investigation, police set up a phoney import-export company to win the confidence of the accused.

Lt-Det. Kevin McGarr of Montreal police said a key figure was Daniel Serero, 37, whose high-rolling style of life didn't match his claim to be no more than a simple florist.

McGarr said Serero filed a 1994 income tax return that declared an annual income of only \$7,000 but he could often be seen at the wheel of a Mercedes, Jaguar or Rolls-Royce.

Serero ran a flower shop in the Ville-Emard section of Montreal but lived in the large penthouse of a Westmount apartment block on the same street corner as the RCMP headquarters.

Cotroni, reputed to be a major figure in Montreal organized crime, Serero and others who appeared in court Thursday pleaded not guilty to a series of drug importing and trafficking charges.

Det. Jean-Pierre Boucher said the

Crown will allege that the accused aimed to import 1,000 to 10,000 kilograms of cocaine each month into Canada, so it could be shipped to the United States.

One part of the police operation involved seizing evidence of two major drug-importing plots, with 200 kilograms of cocaine hidden in a load of prawns from Ecuador and 500 kilograms of coke from Brazil.

**Tuesday
April 23, 1996**

N.S. police destroy video-gambling machines

DARTMOUTH, N.S. (CP) - About \$1 million worth of video-gambling machines were reduced to a mass of twisted wreckage Monday as police closed the books on raids dating to 1994.

As RCMP and Halifax regional police officers watched, workers fed the 300 terminals, each worth \$2,000 to \$3,500, into a trash compactor in front of the police station in Dartmouth.

Police seized the machines from taverns, corner stores and other businesses all over Nova Scotia, including a warehouse in Halifax's Bayers Lake Industrial Park.

The Bayers Lake bust and several others date to November 1994 but police had to wait for all the cases to work their way through the courts before destroying the machines.

Video-gambling terminals must be sanctioned by the Atlantic Lottery Corp. and are only permitted in businesses with a liquor licence. Profits from the illegal machines are split 50-50 between the distributor and the business owner.

An RCMP officer said the video-gambling business is lucrative for some small businesses.

"At one store they took in \$180,000 in an 11-month period," said RCMP Cpl. Angus McCormack of the criminal intelligence section.

**Wednesday
April 24, 1996**

Man charged after reacting badly to traffic ticket

BEAMSVILLE, Ont. (CP) - A 34-year-old man was charged Monday with defamatory libel and assaulting a police officer after he responded to a ticket by driving around this Niagara Peninsula community with a sign calling the officer who gave him the ticket "a queer, steroid-using cop."

Sgt. Ivan Madronic, of Niagara Regional police, said the unnamed man was approached after another officer saw the sign posted on his truck.

Madronic said the man resisted arrest, then barricaded himself inside a downtown drug store. He surrendered when other officers arrived on the scene.

**Thursday
April 25, 1996**

Rock says early parole section will be changed

OTTAWA (CP) - A controversial section of the Criminal Code allowing murderers to apply for early release will be changed by late spring, says Justice Minister Allan Rock.

Rock said he and federal Solicitor General Herb Gray are preparing a joint package to reform Section 745, which allows people convicted of first-degree murder to apply for parole after 15 years instead of 25 years.

Rock said the package would also provide tougher controls over high-risk offenders.

"We very much want to table it before the House (of Commons) rises in June and that remains our plan," Rock said in an interview.

"Some time ago, when I was in Calgary, I said the status quo just isn't on and that is still the case. We are not going to leave it the way it is."



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ADT Canada working to reduce alarms



CANADA INC.

It happens to just about everyone. An alarm goes off somewhere—whether it's a house, corner store or parked car—and you think, "Probably nothing important." You get a call from a neighbour telling you your house alarm was set off and you think, "The cat might have triggered it." It's annoying, it's bothersome, but that's life.

The fact of the matter is, false alarms are not just a nuisance. They are now considered a major cause for concern by police forces, security alarm companies and communities across Canada. Why? Because of the sheer number of them, the time it takes to respond to them, the waste of time and resources, and the tremendous cost they represent to the taxpayer.

What's even more alarming is that the high incidence of false alarms in some areas is causing police to take a new tactic. Many times they won't respond unless the alarm has been verified, if the alarm occurs during the night, or as in some communities, they'll hand the job over to private companies who may or may not be as skilled in dealing with a real emergency.

Nevertheless, everyone, including law enforcement, agree that security alarm systems, and legitimate alarms are very effective deterrents. Studies have shown that alarm systems lead to the capture of criminals in the act, and that alarmed homes are less vulnerable to criminal attempts than other premises.

Police studies show that a home with a monitored security system is 33 times less likely to be burglarized. In a survey of 1,000 police and fire chiefs, 85% of the police officials said security systems decreased the likelihood that a home would be burglarized. Almost 90% felt that a system increased their chances of apprehending a burglar, and 85% were in favour of electronic security systems for homes and businesses in their communities. Research has also shown an economic benefit to monitored alarm use in terms of losses avoided and insurance premium reductions for the homeowner.

The enormity of the amount of false alarms is not generally perceived by the individual, whose alarm system may fail in the area of 2.2 times per year. If that is the case, and taking into account the number of alarms in a community and realizing that some 95-98% of all alarms are false, this means that in an area with 10,000 installed alarms, police are responding unnecessarily to over 21,500 false alarms per year! Given that their time is valuable and their duties far-reaching, this is a genuine concern.

Efforts are now being taken to reduce the

number of false alarms usually caused by one of three reasons: technological errors, installation errors and user errors. User errors are generally believed to cause the greatest number, up to 75% of all false alarms. That in turn may be a result of poor training on the part of the supplier, or equipment that is unreliable and far too complex for simple daily operation.

In response to an obvious need to reduce false alarms and still maintain the usefulness of having an alarm system, law enforcement officials, community organizations and some alarm manufacturers and suppliers, are now working together to both educate the public and to come up with better ways and better technology to get around the potential for error.

"We have an obligation to ensure that our products and solutions provide a real benefit, security and peace of mind to our customers and that they have a positive impact on the reduction of crime," said Jim Asselstine, ADT Regional General Manager Central Canada, the world's largest electronic security solutions company. "Also our products must work to the mutual satisfaction of our customers, law enforcement and other emergency services.

The Canadian Alarm and Security Association (CANASA) recommends that municipalities mount false alarm reduction public awareness campaigns. The U.S. National Burglar and Fire Alarm Association has introduced the National Training School for education and certifying alarm technicians. Many cities and some alarm companies are already taking aggressive steps.

As an example, ADT Canada has undertaken several priority programs to reduce false alarms, through employee training, customer education (including a seven-day familiarization period before activation), improved technology including video surveillance with high quality standards and systematic ADT verifications by highly trained professionals before and after police are notified.

In just the past year, according to Jim Asselstine, "These efforts have reduced the number of false alarms on Canadian ADT systems by an average of 30%. In real terms this means some 10,000 calls less that police have to deal with."

What all parties want to avoid is the danger of "non response" at the time of a legitimate, serious call. If police won't respond without verification, private responders, companies who have made a business out of it, will. Another option is verification of the emergency over the phone before police are called. But the problem is getting so widespread that some areas now impose false alarm fees or fines for excessive false alarms, to make users take it more seriously.

Ultimately though, the consumer has to take more responsibility in dealing with a reputable security company, in buying better equipment, and insisting on proper training in order to protect the value of their right to proper response. The goal, however, is to reduce the number of false alarms, not the number of alarms installed.

Alarms have proven to play a critical role in the protection of a city's residents and property. If the presence of alarms could succeed completely in deterring break and enters, then every alarm would be a false alarmand ideally there wouldn't be many of those either.

Abused Women's Active Response Emergency



ADT has taken a strong initiative in the fight against domestic violence. Since 1991, ADT has implemented its AWARE program (Abused Women's Active Response Emergency), formerly DVERS, donating portable alarm systems to victims of domestic violence in over 50 cities.

The AWARE program was conceived by ADT Canada Inc., the City of Winnipeg and EVOLVE (a local social service agency) in March 1991, in response to reports on the plight of abused and battered women in that city.

In Winnipeg city permits are necessary for alarm systems that require police response. In order to protect a client in danger, the EVOLVE shelter originally used a medical alert system directed through a local hospital. Since the hospital was not set up to transfer a signal to police, the system did not offer immediate and appropriate intervention. To address their concerns the Winnipeg Police recommended that a company specializing in security systems be consulted.

As a result of collaboration between police authorities, shelter representatives and ADT, the AWARE program was established.

OBJECTIVES

It is hoped that the AWARE program will act as a strong deterrent. As well, it is a great opportunity to establish and strengthen close, long-term working relationships with local police authorities and social service agencies across the country in a collective effort to prevent domestic violence.

The AWARE program is an important com-

ponent of ADT's overall philosophy of giving back to the Canadian communities where they do business.

COMMUNITY SERVICE

The first of its kind in North America, AWARE is a reflection of ADT's solid commitment to the community.

ADT provides the equipment, installation and training for participants (and if applicable their children), as well as the monitoring of the system, all at no cost to the individual or the local community.

THE THREE PARTY NETWORK

The A.W.A.R.E. program is co-ordinated at the local level by social service agencies, local police departments and ADT security representatives. The systems are distributed to women who are considered at high risk of conjugal violence and who meet the eligibility criteria as determined by the local social agencies and the police authorities.

RESPONSIBILITIES OF EACH PARTY

• **The Shelter:** Representatives from the women's shelter(s) are responsible for co-ordinating the program. They meet with the individual participants, and following a review of that individual's specific situation, may recommend that a system be installed in the woman's home. ADT is then contacted with the approved review and provides instal-

lation and connection to the Advanced Telecommunications Customer Monitoring Centre. The police authorities are also contacted to formally register the participant for a priority response should an alarm be activated.

- **ADT Canada Inc.:** Professional Security System Engineers from ADT handle the installation and training of the alarm system on the premises of the woman identified and referred to them by the Shelter. They test and ensure proper connection to the ADT Advanced Telecommunications Customer Monitoring Centre, train the victim and, if applicable, her children. When an A.W.A.R.E. alarm is received at the Monitoring Centre, ADT security professionals notify the police immediately.
- **The Police Authorities:** An AWARE signal is treated by police as a 'priority alarm' requiring immediate police dispatch to the scene. The police department keeps data on all women in the AWARE program for information control and response purposes. Co-operation, co-ordination and mutual respect for each parties' specific expertise within the local community are the key ingredients for ensuring the ultimate on-going success of A.W.A.R.E. and provides an important measure of safety, security and peace of mind to women in danger.

ELIGIBILITY CRITERIA

To be eligible for an ADT portable alarm system, a woman must be a resident of the city

covered by AWARE and referred by a participating social agency. The woman must be considered at high risk where the potential threat of physical violence is imminent. The system is to be used as a last resort when all available alternatives have failed. Other eligibility criteria include:

- the perpetrator must no longer be living in the home
- there must be a legal restraining order in place against the perpetrator
- the victim must be willing to press charges when the perpetrator is apprehended
- the identified individual must be totally receptive to protection measures as determined by the police authorities and/or social agencies.

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Police Diver



by Scott Fuller

The words "police diver" mean a variety of things to the law enforcement community and to those outside it. The term has considerable importance to police science as a tool for many purposes, the securing of evidence being but one.

The term is not at all well understood by non-divers in or outside of law enforcement and it is believed that more people outside the profession understand how important a tool its practice can be than the officers who are employed within the law enforcement community.

The application of diving in police work is further complicated by many police divers themselves for other reasons. One of which is that there is no known historical record of just how it came to be, how it has evolved to the point of its practice today and just where police diving will continue to develop.

The purpose, therefore, of this column is to provide a focal point for tracing the origin of police diving from its earliest roots, through to the modern era of diving skills and technology and to provide a forum of discussion of how best to recruit, select, train, employ and supervise those police divers in those specialized and tedious duties. In addition this column will show how best to equip and deploy a dive team and to support their work.

Communication, chain of command and control of such teams will also be examined. So too will be the related aspects of emergency planning for both natural and man-made disasters and a wide variety of crime scenes.

In future we will discuss methods of search, techniques of recording evidence and the protocols of preservation and analysis will also be covered.

Related underwater police roles will also be examined including explosive ordnance disposal, VIP protection, drug searches, hazardous material management and diver protective techniques and other specialized functions like aircraft crash investigation and salvage. Input from police divers and non divers will be most welcome as will be critical discussion of anything presented.

In the Beginning...

There are no known historical studies or books on this subject, however research has revealed that man has been recovering lost property and drowned souls from his earliest recorded history.

Perhaps these roots mark the beginning of "Police Diving" in that lost property was recovered and human remains restored to their loved ones for respectful burial and commemoration. That activity was accomplished by free divers, breath-holding during their swim. As the practice continued primitive diving equipment began to come into use.

As society evolved so did law enforcement and with it, diving in aid of the police evolved as well.

As police agencies began to realize that techniques such as grappling and dragging with grapples was both labour intensive and produced too few results, departments began to call upon commercial hard-hat and military hard-hat divers to retrieve lost and stolen objects, weapons and, as today, human bodies.

Again the activity was still found to be labour intensive and expensive and skilled divers too few to be readily available for police searches.

After World War II, surplus military diving gear became more readily available and some military divers went on to a second career by joining police forces. Trained in diving as they were they began to perform diving on a voluntary basis when called upon.

As the recreational diving community began its rapid growth in the mid 1950s, police forces started to call upon the local "skin diving" club members when military and commercial divers became too expensive and too busy doing their own underwater work. Gradually police forces acquired some of these as recruits and yet other police officers took up the sport for, initially, recreational purposes.

Just as this phase of police diving evolved, police forces began to call upon their own officers, on a part time, unpaid (unrewarded

too) basis whenever trains, planes, automobile, motorcycles, weapons and other stolen or lost items required salvage and recovery. Human remains also occupied their time.

Forces were not fully happy with this solution and continued to call upon military and commercial divers and — where handy or convenient, — sport divers and other volunteers.

Courts became more particular with the continuity of evidence. Aircraft accident investigators became more particular with the analysis of evidence as well as its recovery from underwater accident scenes. Coroners applied more than cursory attention to the factors influencing or contributing to causality of death. Insurance companies too, trying to "damage control" spiralling payouts, also became more exacting in each claim. The day of the amateur police diver and volunteer diver was coming to an end.

At this time various police forces had evolved into more sophisticated and structured organizations, many growing from mid-size city forces to regional forces now encompassing greater geographic jurisdictions.

Newspaper accounts in several US and Canadian cities reveal that police diving was carried out by several departments and agencies during the mid 1950s with three cities reporting their own diving police officers in 1956 and 1957. In two reported cases, the divers were quoted as having been US Navy divers prior to their police careers. It is not known what pure "police diving" functions that they were trained in but the newspaper accounts reflect the use of double hose regulators and latex-type suits. One diver is shown in the photo tied off to a rope knotted around his waist. A very long snorkel is shown tucked inside the strap of his rather round mask. Only a weight belt in the form of an ammunition belt, and a pair of diver fins are shown besides the "oxygen" tank and harness.

In the newspaper account no diver tender or supervisor is shown, however the newspaper article does state that "police divers today recovered the body... despite a strong current" which would tend to support the use of one or more "tenders" on his lifeline!

(Anyone with news clippings or photos or stories of pre-1960's era police diving are invited to contact the author via Blue Line Magazine.)

THE AUTHOR

As a military diver, Scott Fuller has been involved in over 25 diving operations assisting civil police authority, trained and qualified a number of police divers and has taken a Police Diver specialty course.

Scott has been master of ceremonies and advisor to the International Police Diver Symposium, and, at the 1995 Symposium, was presented the James Laverty Memorial Trident Award.

Scott currently is serving ESDA on its police diving standards committee. He is currently a diving consultant to Canada Coast Guard.



A sign of the times



Boris Spremo - Toronto Star

Stranded motorists in Ontario are being asked to hang out a sign if their vehicles are broken down on the highways. Shown at the kickoff of the program are Chiefs Bruce Richards of Ingersoll, David Boothby of Metro Toronto, and Kevin McAlpine of Peterborough.

"The program is directed to cellular phone users who can call the police for assistance when they see the sign," said Chief McAlpine at the program's launch last month. Police hope that by using the signs drivers will get assistance without having to leave their vehicles to ask strangers for help and without endangering others who may stop to help on dangerous sections of freeways.

The Highway Help program has four major sponsors: Allstate Insurance, Cantel Cellular, Ontario Trucking Association and the Canadian Automobile Association. The bright red signs are available for under \$4.00 from the sponsors or at Zehrs Food Markets.

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"Good neighbours" pool their policing resources



by Morley Lymburner

The Nova Scotia towns of Lunenburg and Mahone Bay decided to pool their policing resources at the beginning of April. The amalgamation was completed in a professional and painless transition that ultimately saw both communities receiving advantages.

The amalgamation issue is being tackled by many agencies across Canada. Nova Scotia is one province which recognized the need to cut down on the administration side of policing but was also sensitive to the concerns of public safety.



Prior to the Lunenburg—Mahone Bay merger two other regions around Sydney and Halifax amalgamated their policing services as well.
Lunenburg-Mahone Bay Chief of Police



Brent Crowhurst advised that he took very seriously the concerns of local citizens at the earliest stages of the merger process. Being the Chief of the Lunenburg Police and prior experience with the RCMP assisted him in understanding the benefits of the amalgamation. Prior to and since amalgamation the Chief has made 8 visits to local schools and community groups to ensure the children, teachers and residents in the communities understood what was happening.

Most of the incentive for amalgamation came from Mahone Bay. Prior to amalgamation Mahone Bay Police Department consisted of two members and one part time officer. The mayor of the town, situated 6 miles from Lunenburg, was notified by the province that the town had three alternatives to policing, Upgrade the present police Department, contract with the RCMP for policing services or negotiate with the Town of Lunenburg to supply services.

Upon investigating further they found that upgrading the present force would require an almost doubling of the police budget of \$130,000. Investigating the cost of RCMP contract policing revealed the cost would be in the vicinity of \$75,000 (after the \$30,000 Federal subsidy was subtracted) for each officer. When they investigated the Lunenburg Police Department they found the best deal at \$58,000 per officer.

With the amalgamation Mahone Bay residents found their police budget increased slightly but now had the advantage of 24-hour on-patrol police protection.

Chief Crowhurst opened a police office in the town and assured the community his priority would be high visibility policing. To back this up he instituted a policy which sees his members dedicate a minimum of 25 per cent of

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A recently renovated historical building played an important role in the Lunenburg Police Department's reputation of doing more with less and in a smarter fashion.

their patrol time to community foot patrol.

The new police force will have a budget of around \$560,000 with a combined population base of 4,500 people. The new police department has nine full-time police officers, one part time officer and two paid auxiliary police officers who will assist with special events.

Lunenburg Police Department has been unusually innovative for an agency of its size. Chief Crowhurst has instituted several initiatives which have put them on the leading edge. He has long recognized the importance of smaller agencies keeping up to date while at the same time being aware of the wise use of tax dollars.

When it was apparent the department required a new police station Chief Crowhurst also found the town was going to spend funds on renovating an old railroad station. He managed to convince the town to renovate the exterior of the railroad station as planned but let his members design the interior for their use. The town agreed to this and all sides were happy with the results.

The historical railroad station turned Police Station now houses the police with all the interior expenses covered by the police and the exterior costs covered by the Town Parks Board.

In another move Chief Crowhurst ordered every room in the station be wired for future video monitoring. When renovations were completed he instituted a policy that every cautioned statement be video-taped. The policy has worked well and officer court time has been reduced as a result of increased guilty pleas.

Another factor viewed with pride by Chief Crowhurst was the new Departmental crest. "I wanted to make sure that every officer and each police vehicle was changed over to the new crest prior to amalgamation," he points out. The new crest clearly identifies the two communities and completes the bonding of the police with the people they serve and protect.

The new Chief's letterhead proudly displays the department crest in the middle with two addresses and two phone numbers under each. On the left side it states "Lunenburg Community Police Office" while on the right side it states "Mahone Bay Police Office." A fine example of a police service identifying with the community.

Meanwhile, back in Mahone Bay, town Mayor Joe Feeney looks back on the entire process with satisfaction. "It is another example of the success which can be achieved when neighbouring municipalities work together."

No complaints about policing around Lunenburg

Statistics kept by the Nova Scotia Police Commission released last July revealed that although complaints against police doubled in the rest of the province there were no complaints laid at all against officers of Lunenburg or Mahone Bay. But this is no big deal to locals — its was that way the year before as well.

Of all 132 complaints filed in Nova Scotia in 1994, the commission found 18 of them were valid.

Complaints in Halifax doubled, according to the report, to 64 while in Cape Breton, there were 23 complaints directed at members of the

seven municipal departments, up from 16 the year before.

Figures from some other centres were: Dartmouth 20, up from nine; Truro five, up from three; Amherst three, down from eight; and New Glasgow zero, down from one.

The leading complaints last year were over alleged abuse of authority, discreditable conduct and neglect of duty.

There were 27 municipal police departments in the province at that time with a full-time workforce of 778 officers serving a population of 342,197.

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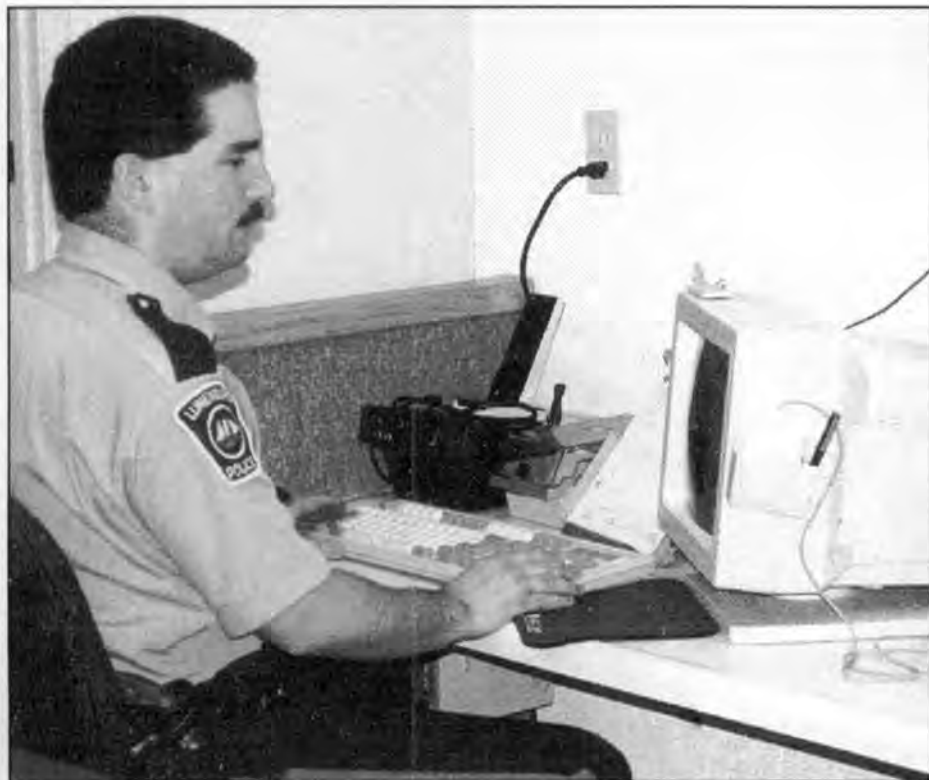
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By Tom Rataj

BEWARE THE "TECHNO-VIRUSES"

A first hand look at the world of computer viruses.



Just like their biological counterparts, computer viruses get transmitted from one computer to another computer without being detected. And again, often like their biological counterparts, they just seem to sit there, until the computer suddenly "sneezes", and you realise that it's sick.

If you're lucky, it's only one of the simple type that causes some mildly amusing "nuisance" type symptoms, like displaying messages on the screen.

If you're not so lucky, it's one of the new and very complex polymorphic viruses, designed to very quickly and effectively destroy every piece of data on your hard-drive.

Unlike their biological cousins though, computer viruses can be removed in a matter of minutes. Through the diligent use of "antivirus" software and a few basic rules, most computer viruses can even be stopped before they get a chance to infect a computer.

VIRUS ANATOMY 101

What is a computer virus, how does it work, how does your computer get one, and why should you be worried?

In simple terms, a computer virus is a software program, like any other, that is designed to do certain things. Generally it is designed to insert itself in the boot-sector (first section of a computer program's "code"). When

the user issues the command to run the program, the virus software executes its commands first, and the machine is then infected, and every piece of information on the computer is vulnerable.

The simple viruses make no attempt to hide themselves or what they are up to, so they are easy to find and remove. Not satisfied with having their work so easily found, the mischievously crafty individuals that create the viruses (at the rate of about 1,000 per year) have upped the ante. They have created more complicated viruses that disguise themselves through simple "encryption" techniques. But since encryption is also fairly easy to detect, they have moved up to even more complicated "polymorphic" viruses.

Because of the techniques used in polymorphic viruses, the threat to the average user is increased. The polymorphic viruses add random strings of useless code into their decryption process, in an attempt to defeat the antivirus software with a sort of smoke screen effect. In response, the antivirus software programs now use a separate process that looks for symptoms of infection in addition to looking for the actual virus itself.

The latest and most complicated polymorphic and "stealth" viruses use all sorts of similarly conceived encryption and smoke-screen

type effects to evade detection.

Avoiding infection in the first place is fairly simple, although the sources of infection are becoming increasingly wide spread. The most common way to get a virus, is by using borrowed (pirated) software from a friend or neighbour. Unknown to either of you, the virus infected program on the disk is ready to do its dirty work. You load the game or software on your machine, run the game to try it out, and... surprise!

Another increasingly common source is through electronic bulletin boards and the Internet. While most bulletin boards claim to scan all posted software for viruses, it boils down to a matter of who you are going to trust. With the increasing complexity of computer viruses, and their staggering numbers (estimated in excess of 6,000), the risk of infection is fairly substantial.

VIRUS PROTECTION

The computer virus plague has spawned a whole specialised industry, dedicated solely to the study and combating of computer viruses. Numerous specialised companies and software company divisions continue to develop antivirus products, in an ongoing battle to keep up with the virus creators.

With a reported 76% market share, McAfee Network Security and Management, has established a reputation for being on the leading edge of the antivirus battle. Offering a wide variety of antivirus products, available for virtually every computer operating system, McAfee also offers free 30 day evaluation copies for downloading from their Internet site (<ftp://www.mcafee.com>).

Symantec, famous for their Norton Utilities program, also offers a state of the art, patent pending, antivirus package for sale at the retail level. The latest version of Norton Antivirus for Windows 95, offers a sophisticated package capable of detecting, destroying and preventing viruses. Not only is it easy to use, it looks after your computer automatically, by constantly monitoring your computer for activity that is consistent with a virus infection. Symantec's Internet site (<ftp://www.symantec.com>) also offers information about viruses, and updates for registered users.

Another antivirus solution includes a hardware based product called The Virus Trap. It uses a computer ROM (Read Only Memory) chip integrated with the computer's BIOS (Basic Input/Output System) chip to scan the computer's memory and executable files before the operating system loads. It works in conjunction with McAfee VirusScan to provide an extra level of security. Like Norton Antivirus, the Virus Trap system continually monitors the computer's operation to prevent infection. The

Virus Trap chip can be installed on a network card or it can be purchased as a separate adapter card for non-networked computers.

The price of this protection runs in the \$100 range, depending on the product. All the antivirus software companies offer a reasonably priced update service for registered users, allowing the users to stay up to date with the latest developments in computer viruses.

IS IT CRIMINAL?

Under the right conditions, and obviously with the right evidence, purposely infecting a computer could be construed as a criminal act. Horror stories have surfaced where vindictive employees have infected entire corporate computer networks as a parting gesture.

Computer hackers are no less a threat. Time and time again they have proven that they can hack their way into virtually any computer system. Criminal hackers planted Trojan horse software on an Internet Service Provider's site in Washington D.C. last year, and managed to copy user names and passwords, compromising 12,000 users. They could just as easily have downloaded a couple dozen viruses and completely wiped-out the site.

In November 1995, Christopher Pile was sentenced to 18 months in prison for creating the "Pathogen" and "Queeg" viruses. He was prosecuted under Britain's Computer Misuse Act of 1990.

STONED!

Among the class of nuisance viruses, the "Stoned" virus does little more than splash a message across your screen: "I'm stoned... legalise marijuana!". Most people could probably still laugh at something like this, but many other viruses are designed solely with destruction in mind.

The most popular viruses currently making the rounds include: 3b Trojan, Gold Trojan, Vienna.BUA.2263, Cascade. 1701, Frodo.Frodo, Junkie, Keypress. 1232, One_Half_Sat_Bug.Natas, Urkel, Yankee Doodle, TP-44, Foml, NYB, Junkie, AntiEE, Stealth_Boot, Monkey, Ripper, Da' Boys,

AntiCMOS, SMEG, and MTe (a mutation engine which is reported to be responsible for over 30 variations).

YOU'RE NEVER SAFE

Despite all the best precautions, you are never guaranteed to be safe. Viruses have even been spread on original programs disks supplied by some of the biggest software vendors in the industry.

During the recent launch of Microsoft Windows 95, rumours quickly spread that the original disks contained a virus. Tests quickly determined that the disks were clean, although the second diskette was susceptible to infection from certain types of viruses already on customer's machines. Microsoft recommended that users should do a thorough and up to date virus check before trying to install Windows 95 from diskettes.

In another new development, some crafty individuals have created a new type of virus that reproduces and spreads itself in the Microsoft WordBasic macro language in Microsoft Word. The only damage done by the virus is that it saves all documents as document templates, instead of documents. When it first appeared, none of the antivirus programs could detect it, because it fell outside the usual boot-sector style used by other viruses. Updates now all include the ability to detect this virus as well.

The bottom line is that you can never be too careful. Don't participate in software piracy, be suspicious of every diskette, including shareware, and regularly use the latest versions of the top selling antivirus software.

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Undercover Officer Safety



Simulation courtesy Solicitor General

by Thomas M. Burton

To those engaged in police investigations, undercover operations offer the opportunity for increased efficiency. They allow you to penetrate criminal organizations not susceptible to other investigative techniques. Those gains, however, are not without their price. Placing officers in undercover roles exposes them to some physical and emotional dangers not normally present in police work. Properly structured undercover operations, however, can offer a high degree of safety.

Why Does Undercover Work?

Police managers would have a less stressful job if their subordinates never worked undercover. However, many modern criminal activities are not susceptible to other investigative techniques, and lend themselves to an undercover approach. Included in that list are crimes of narcotics, firearms, and terrorism. Relatively unused before the 1960s, the undercover investigative technique is widely used today with excellent results.

Undercover operations can gather intelligence that would otherwise go unknown. Your objective may be to find out what kinds of criminal activity are taking place in your jurisdiction, to plan the use of resources or to try to keep a jump ahead of criminal patterns. Most often, of course, undercover operations are used to gather evidence on specific crimes, to thwart criminals who may be planning a crime, and to facilitate the making of arrests and seizures.

The vast majority of police undercover investigations undertaken in the United States today involve criminal narcotics activity. I will focus on those cases in this article. Narcotics investigations are the likeliest places for undercover usage and are the likeliest places for injuries or deaths. So, while undercover operations are very useful law enforcement tools, their inherent risk makes it imperative that we do our utmost to protect our undercover officers from the perils associated with the assignment.

Who Should Work Undercover?

If our objective is to perform undercover operations effectively and safely, then we must give careful attention to the choice of officers selected to work undercover. It is not enough that the undercover investigation gathers evidence or causes prosecutions. The operation is a success only if all the officers survive to go home to their families. The selection of the proper undercover officers has a lot to do with the overall safety of the investigation. What we have learned in this business, and not always the easy way, is that the proper selection of undercover officers can increase the chances for a successful prosecution and increase the chances for a safe outcome.

The traits desired for a good undercover officer are not much different from those of any good investigator; they are just more critical. The candidate should be a good overall law enforcement officer and a good investigator. An officer who has not proven him or herself to be a solid performer as a street cop will not likely do well

undercover, and could be more at risk.

Only volunteers should be considered for undercover assignments. Officers should never be forced to work undercover, nor should it be an element necessary for advancement or good performance evaluations. In fact, management should attempt to dissuade the feeling in the "back room" that you are not a complete investigator until you have worked undercover." Time and time again it is the officer who feels pressured to work undercover that puts himself or herself at risk.

Most experienced police managers feel that undercover assignments should be given to officers who have had at least three years of police experience and some investigative background. Those officers have the law enforcement skills necessary to make an undercover assignment safe and productive. Some police departments, however, still select officers from recruit classes to work undercover. Although there are benefits to this practice, the risks far outweigh the advantages. Recruits have not yet mastered the skills necessary to perform safely in undercover assignments.

Officers who have performed well in undercover assignments share several other traits: they tend to be resourceful, manipulative, and assertive; they have well developed negotiating skills; they are professionally and personally mature; and they usually have a stable family situation. However, officers who have high manipulative and assertive skills can also be a challenge for management if they are not closely monitored.

Potential undercover officers need to be able to follow instructions and be able to communicate regularly with their chain of command. It is one thing to have an officer who is a little independent working on the street or in an investigative unit, but quite another when he or she is working undercover. Working undercover exposes an officer to situations where they are separated from other officers and managers for periods of time. Placing an officer who is an under-communicator in that situation is dangerous. One of the tricks to being safe while working undercover is for the entire law enforcement team to be alert for signals that something has changed or altered the chances for a safe conclusion to the operation. When an undercover officer fails to make his/her teammates aware of every nuance about the assignment, something could be overlooked that has a bearing on the safety of the operation. Also, if management needs to change the direction of an undercover operation or needs to make rules concerning the operation, the undercover officer must be relied upon to follow those directives. Failure to do so could put him or her at risk. The role of an undercover Control Officer is essential in monitoring the undercover officer's well-being and cannot be overstated.

Now that we know the makeup of the perfect and safe undercover officer, reality sets in—the perfect officer does not exist. However, using the foregoing criteria when you make your selection will help make your undercover operations safer and more productive.

(Continued...)

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How Can We Prepare for a Safe Undercover Operation?

Undercover operations that are started with little advance notice and planning are not recommended. Many of the instances researched where undercover officers were injured showed that the operation was done at the last minute with only a minimum of preparation or planning. Undercover operations should always be well thought out, planned, and prepared. Failure to do so can easily lead to a situation where your undercover officer is placed in an unsafe environment.

You should never put undercover officers in undercover roles without training. We would certainly not put a recruit in a patrol car on the street without training. We would be placing them, and our department, in jeopardy. So it goes for undercover work. Formal training programs for undercover officers are available. You should make every effort to have current and prospective undercover officers attend. Meetings hosted by state law enforcement and state narcotic officers associations offer excellent training. Topics about vocabulary, legal issues, negotiating skills, and electronics are important. The Drug Enforcement Administration (DEA) also offers training. It is preferable that the undercover officer attend a one or two week narcotics officers training program, but officers can benefit from short training courses such as those offered at local law enforcement meetings.

Do not overlook informal training as another excellent way to provide undercover training. Your department could devote an in-service training session to undercover matters with members of the office giving instruction. A great deal of knowledge also changes hand in the 'squad bay' where experienced undercover officers recount experiences, telling about cases that succeeded; telling about cases that failed; and telling about the close calls when officers almost came into harm's way.

On the job training is not only important but it is mandatory. Most good undercover operations involve more than one undercover operative, where an officer new to undercover can act in a supporting role to learn from what he or she sees and hears. Most senior undercover officers are happy to take a newcomer along if the script can accommodate more than one, with the age-old admonition, "Just keep out of the way and don't say a word."

Reviews of undercover operations that have gone wrong, where the safety of the undercover officer was compromised, show that lack of advance planning was instrumental in causing the error. Groups, squads, or teams that do undercover work should establish a habit that no undercover operation will be undertaken without some planning. I have seen, and been involved in, undercover operations where no planning was done at all, where the undercover officer said, "Can you cover me for a couple minutes? I'm just meeting a crook at the fast food restaurant on Main Street, just going to talk." So off you go and no one knows your plans. Those instances are nothing more than a tragedy waiting to happen.

Planning for an undercover operation should



include consideration of several important issues. The plans should include those trite topics of who, what, where, when, and why. Who is going to be working undercover? Who are the crooks? Do all the other participants know them and what they look like? Exactly what are we going to do? Buy, talk, show, or see? Where will the operation take place? Will the undercover operation move from the first locale to another? Moving is a common problem with undercover operations and often causes consternation. After an initial meeting, the crooks and the undercover officers begin to move from that location. If the surveillance officers see movement but have not been told of the plans, they do not know what to do. They are left to wonder if the undercover officers are in jeopardy or if the move is benign. Exactly when will the meeting take place? This topic, of course, causes laughter among narcotic officers, because narcotic violators are notoriously undependable. Even so, the plan should have a set ending time. If the undercover meeting has not begun by a certain time, the meeting should be canceled. Why are we having this meeting? The objectives must be clear so that everyone knows what to expect.

Planning for an undercover operation should also include decisions about whether electronic assistance will be used; what vehicles will be used; whether the undercover officers will be armed; and any special assignments for officers involved. All the officers involved in an undercover operation should be together at a meeting where the plans and objectives are discussed. The officers should meet the other participants, including the undercover officer and the cooperative individual (if one is involved).

An operational plan must be written that incorporates all the plans and decisions made about the operation. This is an extremely important tool for undercover operations. An operational plan is an absolute requirement for safe undercover operations. The plan should be in a format agreed upon by management. It should be clearly written and distributed so that everyone involved has a copy. Numerous examples of operational plans are available. The style is not important, but using them routinely is important. The plan should contain a minimum of the following information:

- Case Number
- Date, time, and place of operation
- Undercover officer(s)
- Suspects with identifying data (attach photos if possible)
- Surveillance of cars with assignments
- Street supervisor
- Office supervisor
- Control Officer

- Vehicle descriptions with license numbers
- Flash roll involvement
- Radio call signs of officers
- All pertinent phone numbers
- Brief narrative of what is expected to happen
- Emergency signals to be used by undercover officers
- Location of nearest emergency medical care

You should distribute the operational plan to all officers involved in the operation, the radio room, the squad secretary, the supervisors, and any other appropriate person. A copy should be kept in the case file for future use.

The importance of an operational plan cannot be overstated. This tool alone can make any undercover operation safer. It keeps everyone focused on what they are doing and reduces dangerous unplanned changes to the operation. An ancillary benefit is that undercover operations that use an operational plan tend to be more productive. Operations that have an objective and a structured plan tend to go better. Undercover officers who stick to a plan are seen by the crooks as more in control and more often get their way.

Additionally, before an undercover operation is undertaken, make sure that the chain of control is clearly defined. There should be no mistaking who is responsible for making decisions and where the ultimate authority lies. An undercover operation should have a street supervisor—often referred to as the case agent—who is responsible for ongoing decisions about the case, directing surveillance, communicating with the undercover officers, authorizing changes to the plan, and ensuring that the operation safely proceeds toward its objective. The undercover officer should not be the street supervisor, because it is too difficult for him or her to communicate with the others. They cannot see the whole picture as well as someone outside the undercover role. Every undercover operation should also have a supervisor who is in the office. This supervisor can monitor the operation, communicate with the street supervisor, make decisions not delegated to the street supervisor, and have access to all types of communication in case of an emergency.

The Operation Itself — Is it Safe?

Now all the preparations have been made for a safe undercover operation. The operation is deemed necessary, the right people are selected, and the planning is completed. Next is the operation itself. How can it be executed as safely as possible?

Surveillance is key to a safe undercover operation. Surveillance should be started well before the anticipated meeting time. Too often surveillance is established only moments before the meeting time. Or, worse yet, the undercover meeting actually starts while the surveillance units are en route. It takes time for surveillance officers to look around, familiarize themselves with the locale, find a place to set up, and communicate their location and field of vision to other units. No undercover meeting should begin until all the surveillance units are settled in place and have checked in with the street supervisor. If the undercover officers come into danger before their protective surveillance units are in place, they are all alone and cannot be helped. The surveillance units should be con-

stantly aware of any changes in the vicinity that might threaten the safety of the officers, for example, counter-surveillance or blocking action by other vehicles. If the addresses of the suspects are known, surveillance units should go there to learn of their activities before the planned meeting. They may sight additional suspects who could be a threat to the undercover officers.

Undercover operations do not always succeed. Sometimes crooks are unable to obtain the drugs or convince their source of supply to follow the agreed upon plan. At other times, however, the crooks never intend to supply the contraband, but are instead looking for the chance to rip off the undercover officers. Likewise, an operation is planned to last a certain amount of time, with allowances for normal delays. However, an undercover operation that has gone beyond the normal time limits must be terminated. When negotiations stretch on and on it might be because the crooks are trying to maneuver the undercover officers into a situation where they can be harmed, either in an attempt to steal money or because they believe them to be police officers. The street supervisor has the responsibility to determine the maximum amount of time for an undercover operation to run. He or she must realize that negotiations which run too long rarely end in success. The operational plan should contain a time frame within which the negotiations will be concluded. Safe operations follow those time constraints.

Radio discipline is another facet of a safe undercover operation. The principal radio user during an undercover operation should be the street supervisor. He or she has the responsibility

for communicating with the undercover officer, assigning surveillance duties, talking with the office supervisor, and monitoring any discreet transmitting devices. Other officers on the operation must be instructed to keep their radio traffic to an absolute minimum. Unnecessary radio traffic that covers up critical communications between the supervisor and others can be dangerous. If something goes really wrong during an undercover operation, the response time by cover officers is critical. Time lost waiting for the radio frequency to clear can be deadly. We all like to know what is going on, but you must avoid idle inquiries on the radio.

Discreet transmitting devices are essential in modern day undercover operations. Not only are they excellent safety tools for the undercover officer, but they provide the best possible evidence for court. The array of electronic devices available to assist undercover operations including audio, video, infrared, microwave, and miniaturization, dazzle those of us who, years ago, had little or nothing available. I will make no attempt here to detail the equipment, technique, or usage choices available. Police managers, however, should make themselves aware of the electronic equipment available and should ensure it is used in undercover operations when appropriate. Counter-surveillance devices used by those with criminal intent pose a significant challenge to an operational plan. It is essential to know whether the subjects are using this type of equipment or not! You should know this equipment is available to the crooks and has been used in the past.

When an undercover narcotics officer is injured or killed while on the job, it is predominantly caused by lack of proper flash roll man-

agement. Numerous articles and papers have been done on this topic alone due to its importance in undercover officer safety. In any undercover operation where the officer poses as someone who has the money to buy contraband, the intent of the trafficker is to obtain that money. If he can acquire it through negotiations, fine. However, if the trafficker believes he can obtain the money by ripping it off, the undercover officer is at tremendous risk. The fact is that it does not matter what the undercover officers do with the flash roll. What matters is what the crook perceives is being done with the money.

Undercover officers should realize that the most dangerous time during an undercover scenario is when both the contraband and the flash roll are present. It is at this time when the crooks are the most alert and aggressive. You can maximize undercover safety when using a flash roll by applying a number of techniques:

Never let the suspect know, or think he knows, the location of the flash roll. An undercover officer who has \$10,000 hidden on his or her person, but has convinced the trafficker that the money is elsewhere, is probably as safe as if he had no money at all. If a suspect is shown the flash roll, tell him that the money is being moved the moment the meeting is over. If the suspect even thinks he knows where the money is located, he may try to rip it off.

"Flash" the money at a time and location of your choosing, not at a time and place directed by the suspects. A "surprise flash" is often used to display money while limiting the undercover officer's exposure to danger. With this technique the money is shown to a suspect when he

(Continued...)

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- Yevgeny Yevtushenko (1963)

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is not expecting it, such as at a meeting set up for other purposes. If the suspect has any inclination to steal the flash roll, any advance notice of its appearance will provide him with the opportunity to devise a plan to steal it.

Use commonly accepted, safe flashing techniques. Place the money in a vehicle driven by another undercover officer. They will then leave the scene immediately after the flash. Take the suspect to the location of the flash, then drive him back to another location to resume negotiations. Flash the money in a bank safety deposit box—a technique good for high security.

Never move to a second location with the flash roll—no matter what the enticement offered by the suspect. Also, do not flash the money more than once in the same investigation unless it is unavoidable. Do not flash the money the same way the second time, especially since it will no longer be a surprise. It also does no good to surprise flash a flunky and then be required to flash the same money to the real crook. The key is to flash the money to the correct suspect originally.

The supervisor plays a key role in flash roll safety. Undercover officers sometimes fail to sense danger because they are intent on the successful completion of the deal. The supervisor should be ready to use any extraordinary methods to protect the safety of the undercover officer.

What are the Keys to Undercover Safety?

You can enhance the safety of your undercover officers by avoiding mistakes found in operations that ended in death or injury to an

undercover officer. Apply these fundamentals when beginning an undercover operation: Plan the operation carefully, including the selection and training of the officers. Make sure that all necessary preparations are completed. Always select a volunteer who has received training in undercover operations.

Always use an operational plan. The lack of an operational plan, or one poorly thought out, can lead directly to trouble. Everyone involved in the operation must know what is expected of them and what to expect of others. When problems occur or if tragedy is narrowly averted, the first question is, "Was there an operational plan?" Management must insist on an operational plan for every undercover operation.

Practice correct flash roll management. Mismanagement of the flash roll is a direct invitation to tragedy. Crooks will attempt to rip off the money if given the opportunity. Even allowing them to think they know where the flash roll is can result in problems.

Establish good communication procedures. Poor communication with the undercover officer leaves the supervisor without any means to assess the ongoing situation as it relates to danger. Always assign an undercover Control Officer as a point of daily contact to monitor the well-being of the undercover officer.

With all the technology available today, the undercover officer should be equipped with a means to send and receive communications. Beepers, cellular phones, and discreet transmitters can readily accomplish this goal. An officer needs the ability to receive word from his or her supervisor if a dangerous situation has developed "outside" or to transmit the call for assistance if faced with danger "inside."

Remove the undercover officer from the arrest scene. One of the most dangerous actions attempted is the arrest of the suspects by the undercover officer. At this time in an operation, the suspect believes the undercover officer's cover. Any action taken by the officer may be perceived as drug violence, and the suspect may respond with fatal violence. Or, the suspect may become enraged when he realizes he has been tricked. Either scenario is dangerous. For these reasons, the undercover officer should be removed from the scene before arrests are undertaken.

All of us can work more safely. Attention to detail, including the points discussed in this article, will help us make our undercover officers safer as they do their job.

Thomas M. Burton served as a Special Agent with the Drug Enforcement Administration from 1970-1995. During that period he served as a field agent in several offices; as a field supervisor; and in several headquarters' assignments to include three years on the DEA faculty at the FBI Academy, Quantico, Virginia. Presently Mr. Burton is involved in law enforcement training and consulting.

*Judge: I'm sentencing you to 14 days in jail.
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- Peter MacDonald
"From The Cop Shop"

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Specific Training for Duty Performance

by Gil Puder

One night shift, when a youth brandishing a knife threw down his weapon and fled, I jumped from my car and gave chase. With only thirty meters to make up, I expected to quickly reel him in. After all, a practicing martial artist who regularly runs and lifts weights wasn't going to lose this little fish. I was surprised and frustrated to find my sustained speed much less than I anticipated; the offender maintained his distance, turned into a dark alley, and hid while I ran past. Fortunately, my alert partner, a block behind, ran into the enterprising lad when he left cover.

Gasping for breath, my muscles shook and I cursed that I just couldn't go any faster. I was painfully aware that my work intensity had surpassed the lactate threshold, with my sprinting performance rapidly deteriorating due to my body's inability to sustain anaerobic exercise¹. How had this happened to someone who thought he was in shape, and could I correct a conditioning deficiency?

Examining my personal fitness regimen, I looked for change that could account for my disappointing performance. About three years previous, competitive basketball and mixed runs with academy recruits, (which involved steep hills, intervals, and Fartlek running), had been gradually replaced by longer aerobic runs on flat terrain near my home. Although using my legs and maintaining aerobic capacity, my anaerobic fitness (which delivers up to 95% of the energy required in a 400 meter sprint²) was no longer being exercised.

Sustained speed was a duty requirement I should have anticipated. A seemingly limitless range of potential needs makes police fitness programming a daunting task, yet guidance can be drawn from physical abilities tests based upon empirical analysis of operational activities³. The POPAT used in both Canada and the U.S. has components requiring muscular strength and endurance, anaerobic and aerobic fitness, and flexibility; it also requires, however, skill-related abilities such as agility, balance, speed, power, and coordination⁴.

My lack of sustained sprinting speed was clearly due to neglecting the principle of specificity in training. Simply put, training must be specific to not only the muscle groups but also the energy systems required by the muscles under competitive conditions⁵. Although I was fulfilling two parts of the FITT⁶ training prescription, I believe that the type (less anaerobic, more aerobic) and intensity (not working past anaerobic threshold) of my change in routine had contributed to a decline in sprinting endurance:

Frequency: How often exercise is performed.
Intensity: How hard the exercise is performed.
Time: How long the work is performed during exercise.

Type: The activity performed during exercise.

Adding interval work to my regular running routines would certainly return to training beyond anaerobic threshold, but what would be the impact of playing basketball again? I expect a significant benefit, since competitive athletes in team sports (basketball, rugby, soccer) routinely post the fastest times in POPAT. These sports not only develop the aforementioned skill-related abilities, which can improve POPAT performance, but also involve anaerobic exercise. Competitive basketball places demands on both the anaerobic alactic and glycolytic energy systems, so much so that sprint conditioning is used to enhance athletes' performance⁷.

Although I had never ceased cross-training, with a variety of activities using multiple muscle groups, I had neglected an energy system foreseeable as a duty requirement. Everyone will build their own training routine according to their needs, including enjoyment and long-term wellness, but police should consider the impact of exercise specificity as it relates to their operational performance. With the variety of sports and exercises available today, it's certainly possible to train for fun safety together.

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Gil Puder is a member of the Vancouver Police Dept. and is a sessional instructor at the Justice Institute of B.C. and Langara College.



Limited Edition Prints



Both of the above 18 X 24 inch prints are from original colour acrylic paintings by Police Artist David Hart. The painting on the left depicts a police dog (police agency not specified) while the painting on the right depicts the Metropolitan Toronto Police Marine Unit with a "Then and Now" theme.

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New Justice project to stress healing over punishment



Replacing the punitive justice system with one that emphasizes restitution and healing will be the focus of a new international exchange program at Simon Fraser University.

The SFU program was selected for funding in a competition organized by the European Community and Human Resources Development Canada. The competition, open to all Canadian universities in any discipline, produced six winners from 56 submissions. The SFU school of criminology project-called "Victimization, Mediation and Restorative Justice", was submitted in concert with the University of Montreal.

University of Regina, University of Sheffield (England), the Catholic University in Leuven (Belgium), University of the Basque Country (San Sebastian, Spain) and University of the Canary Islands (Las Palmas, Spain).

"Victimization is a new area of study in criminology," explains SFU criminologist Dr. Ezzat Fattah. "We have long experience with the Native community where our punitive system of justice is foreign to their culture. We wanted to find out if it is possible to replace a punitive system of justice with a system of healing, restitution and compensation to the victim."

Fattah notes that the program will encourage increased study of the model of restorative justice. "We hope that research will show that restorative justice is superior to our retributive system. Now, our system says if you commit a crime you have to suffer, but restorative justice emphasizes healing."

Funding for the project is \$300,000. Undergraduate or graduate students who wish to enter the program will be able to study at one of the four European universities in the consortium for one year and will receive financial assistance.

"Canadian students and students from the European Community will have a unique opportunity to study with renowned authorities. Students will also have the opportunity to learn a foreign language and be exposed to a different culture," Dr. Fattah said.

The three-year program will send its first students abroad in 1997 with 25 Canadians going to the European universities and an equal number coming to Canada.

As part of the project, SFU's criminology school and its centre for distance education will develop course material to allow European students not chosen as participants to take credit courses from their universities.

Contact Prof. Ezzat Fattah (604) 291-4764.

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Jury recommends a pepper spray movie

A Sault Ste. Marie coroner's inquest has recommended that provincial police develop a training video to help officers identify symptoms associated with the use of their issued pepper spray.

Scott Ambeault, 33, of Sault Ste. Marie died in police custody last year after an altercation with police in which he was sprayed in the face several times with the cayenne pepper spray.

The jury heard earlier that Ambeault had a 70-per-cent blockage in a heart valve, suffered from paranoid schizophrenia and, at the time of the altercation with police, was in a state of excited delirium — a condition with symptoms such as extreme frenzied activity, additional physical strength and a lack of sensitivity to pain.

A pathologist testified last month that Ambeault's death was caused by extreme activity transforming into exhaustion, lack of oxygen and cardio-respiratory failure.

The jury said police should continue to use pepper spray "or oleoresin capsicum" as a non-lethal weapon but the force should provide a training video to help officers recognize the symptoms of excited delirium and violent behaviour. The five-member jury recommended the video should point out the differences between people with excited delirium and violent persons.

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Up-Coming Events

June 10 - 14, 1996

14th Annual Advanced Homicide Investigators Seminar Toronto - Ontario

The seminar will be held at the Toronto Skydome Hotel. For further information contact the Metro. Toronto Police Homicide Squad at (416) 808-7400, or fax (416) 808-7402.

June 10 - 14, 1996

Reid Technique of Interviewing and Interrogation Saint John - New Brunswick

The Saint John Police Force will be hosting a presentation of a seminar on the Reid Technique of Interviewing and Interrogation between June 10 - 12 and the Advanced Course on the Reid Technique of Interviewing and Interrogation, between June 13 - 14. To register call Sgt. Kevin MacDonald at (506) 648-3256.

June 12, 1996

Peel Regional Police Tactical Unit Third Annual Sniper Fun Shoot Brampton - Ontario

The Peel Regional Police Tactical Unit is hosting its third annual sniper shoot. Snipers from all agencies are welcome to attend. Individual and two man shoots will take place. Registration is \$25 per shooter. For further information contact Const. Ken Rodd at (905) 453-3311, ext., 7381.

June 16 - 20, 1996

Ontario Association of Chiefs of Police Conference Toronto - Ontario

For more information regarding this year's show, which is hosted by the Metro. Toronto Police, contact Janice Pennington, or S/Sgt. Paul Vorvis at (416) 808-4872, or fax (416) 808-4802.

June 17 - 21, 1996

Advanced Fraud & Fire Investigation Techniques Banff - Alberta

The Canadian Coalition Against Insurance Fraud and the International Association of Arson Investigators, Inc., are presenting programs surrounding fraud, fire scene investigation and financial investigation among others. For more information contact Glenn Gibson at (905) 529-9600 or Cory DeGraff at (403) 233-6006, ext. 6848.

June 20 - 23, 1996

Canadian Law Enforcement Games Ottawa - Ontario

The games will cover over 20 different events including: basketball, cycling, swimming and tennis. Spouses are welcome and children will have the opportunity to compete in junior summer games. For more details contact Perry Steckly at (705) 383-0038, or Mike Mathieu at (613) 226-2815.

June 30 - July 3, 1996

Quebec Chiefs of Police Association Conference Quebec City - Quebec

This year's trade show is to be hosted by the Quebec City Police and held at the Loews Concorde Hotel. Contact Jean Francois Roy for more information on the conference at (418) 697-7101, or fax (418) 691-4747.

July 1 - 5, 1996

Nova '96 Orillia - Ontario

The Canadian Identification Society will hold its 19th annual Nova seminar. This year's program will focus on computer based technology including laser mapping, 3-D photogrammetry and colour image enhancement. For further details contact Pat Downey at (705) 748-5522, ext. 2071, or fax (705) 748-4956.

July 11 - 14, 1996

Classic Car Show Brampton - Ontario

Book your force's classic police vehicle for this show, which will have over 2,500 cars on display. Past shows have been attended by a large number of forces from across North America. For more information contact Cst. Tom Robb, Peel Regional Police, (905) 453-3111, ext. 2160, or Russ Mattheews, Show Co-ordinator, at (905) 846-0826.

July 12 - 14, 1996

14th Annual Denis Williams Slo-Pitch Tournament Hamilton - Ontario

Hosted by the Hamilton-Wentworth Police Association, the tournament will be held at Turner Park. Divisions include mixed, recreational and competitive. All emergency personnel are eligible to play. All proceeds from the tournament go directly to the Children's Wish Foundation. For more information contact Joanne Engelhardt at (905) 574-6044, or fax (905) 574-3223.

July 15 - 19, 1996

Crime Analysis Application Training Course Ottawa - Ontario

The Ottawa-Carleton Police Service will sponsor the course which will outline all aspects of crime analysis. The course will be held at the Canadian Police College and presented by the author of "Crime Analysis: From First Report to Final Arrest". For more information contact Sgt. Graydon Patterson (613) 236-1222, ext. 2285, for fax 829-8484.

August 19 - 25, 1996

CATAIR AGM '95 Conference Halifax - Nova Scotia

The Canadian Association of Technical Accident Investigators & Reconstructionists will host a 3 day IPTM course on pedestrian/cycle collision reconstruction and a 2 day conference with a variety of presentations relating to traffic collision investigations and reconstructions. For more information contact Ken Zwicker (902) 688-1928, or fax (902) 688-1640.

August 25 - 28, 1996

C.A.C.P. Conference Ottawa - Ontario

The Ottawa-Carleton Regional Police Service will be sponsors of the 91st annual Canadian Association of Chiefs of Police Conference. For further details contact Jacques Corbeil at (613) 237-2227.

September 1 - 5, 1996

International Police Training Conference Birmingham - England

This seminar is the 34th annual Training Conference for the International Association of Women Police. It will focus on many topics including Policing the Channel Tunnel, Use of Graphoanalysis and Safety at Sporting Events. More information can be obtained by contacting the West Midlands Police by phone or fax at +44 (0) 121 236 0431.

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**September 5 - 8, 1996
Canadian Police Canine
Association 1996**

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Prince Albert - Saskatchewan**
The host agency for this year's trials is the Prince Albert Police Service. In order to take part in this four day event C.P.C.A. members will pay a \$65 entry fee, while non-members will pay \$100. For further information regarding the trials contact Const. Ken Hunter, or Const. Dave Schluff at (306) 953-4222, or fax (306) 764-0011.

**September 26, 1996
Law Enforcement and Records
(Managers) Network (LEARN)
Orangeville, Ontario**

The Orangeville Police Service is pleased to host the LEARN seminar. This is an opportunity for making and renewing valuable contacts within their peer group. Topics discussed will deal with changes in legislation and in the work environment. For further details call Myrna Roberts at (519) 941-2522, or fax (519) 941-1279.

**September 26 - 29, 1996
B.C. Crime Prevention Association
Symposium
Vancouver - British Columbia**

The BCCPA encourages you to attend the annual symposium, which will be held at the Sheraton Landmark Hotel. Work shops and guests speakers will again be a part of this event. For more information contact Brian Foote by phone at (604) 594-1552.

**October 19, 1996
4th Annual in Harmony With
the Community Musical Concert
Newmarket - Ontario**

The York Regional Police Male Chorus are presenting an evening of music at the St. Elizabeth Seton Catholic Church, 17955 Leslie St., Newmarket. Police Choirs from Ottawa Carleton, Metropolitan To-

ronto, Waterloo Region, York Region and Halton Region will perform. The concert starts at 7:30 pm and tickets are \$10 each. For more information contact Supt. Lowell McClenny at (905) 830-0303, ext. 7910.

**October 22 - 24, 1996
Metro. Toronto Police 11th
Annual Forensic Identification
Seminar**

Toronto - Ontario
This year's seminar will be held at the Metropolitan Toronto Police Association Building. All interested parties are asked to contact either Evelyn Faubert at (416) 808-7671 or Detective Stan Piotrowski at (416) 808-7680 during business hours or in writing for more information. Space for this venue is limited and will be booked on a first come first serve basis.

**Oct. 30 - Nov. 1, 1996
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**November 12 - 15, 1996
9th Annual Robbery
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Toronto - Ontario
Held at the Toronto Hilton Hotel, the seminar will cover topics including new case law relating to robbery investigations, statement analysis, new surveillance techniques and interviewing and interrogation techniques. For further information contact Det.

Greig Foord, or Det. Steve Proulx at (416) 808-7350, or fax (416) 808-7352.

**November 17 - 19, 1996
2nd Annual Crisis Negotiators
Training Seminar**

Calgary - Alberta
The 1995 edition of this seminar was very well received and we are pleased to announce we will be conducting an all new edition for 1996. Primarily case studies of recent hostage/barricade situations in Canada and the U.S. and some instruction on recent developments in the field. This is an opportunity to learn by other's successes and mistakes. Contact Det. Greg Harris at the Calgary Police Service Robbery Unit at (403) 268-8748 or fax (403) 232-6040.

Announcement

The Korea Veterans Association, Unit 57, is building a national "Wall of Remembrance" to pay tribute to fellow Canadians, their comrades, who were killed in the Korean War, 1950 - 1953. "The Wall" will be built at Meadowvale Cemetery, located in the city of Brampton, Ontario. The Korea Veterans hope they can reach families and comrades of the fallen, so they may enquire about this future tribute to their loved ones and make plans to visit or donate to the building of the wall. For more information call or fax (905) 459-6257.

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The challenge is on! The Royal Canadian Mounted Police (RCMP) invites you to join the members during The Scarlet Riders Challenge.

Consistent with its efforts to promote a fit and healthy work force, the RCMP is launching its first-ever national bike relay. This summer, The Scarlet Riders will cross the country and will challenge all Canadians to cycle with them for a portion of the journey.

The challenge will start on May 3rd in Victoria, British Columbia and end July 26th in St. Johns, Newfoundland.

Scarlet Riders will also gather messages about health and fitness from participants and residents in the 400 communities along the route.

These messages will be carried in saddlebags made by members of aboriginal communities from across Canada, and will be delivered to a representative of the Federal Government at the end of the relay. The RCMP believes in the value of a fit and healthy police service. This is why it has put in place a health promotion and education program that supports members in their quest to attain their fullest health potential.

The Scarlet Riders Challenge is one of the main events in SummerActive '96, a ParticipAction program that promotes health and physical activities during the summer.

For further information contact RCMP Media Relations Unit (613) 993-1085.

Off Duty Firearms

In the U.S. it has been a regular practice and in some cases written policy that police officers have to carry a handgun while off duty. They also carry a second handgun while working on duty.

With the increase in violence in Canada's more urban areas and the decrease in police strength I would be interested in how many agencies in Canada permit carrying guns off duty and/or carry back up guns on duty.

Name withheld by Editor

Editor's Notes

Well how about it readers? Let us know about your policy or feelings about this matter. I'm not sure about the violence part but no one can dispute the loss of police numbers.

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Get the facts straight

I am writing to you in regards to an article which appeared in your April issue in the Blue Line News Week section.

The article was entitled "Hunters Livid over Minor Charges Laid Against Mountie "POACHERS".

I was one of the R.C.M.P. officers involved in this incident. It should be made clear that there was never any allegations of poaching other than by a group of malcontents who protested and for the most part had by their own admission been convicted of poaching offences.

The killing of three moose on the last day of the season by one of my partners was totally accidental and there was never any question that the killing of the three animals was anything but that.

Rather than let an animal go to waste another hunter who had not killed his moose was allowed to tag one of the animals.

We reported the entire incident to the Department of Natural Resources including the fact we had allowed someone to tag an animal.

We told DNR officials that we realized we had broken the law by allowing an individual to tag a moose which he had not shot and that we were prepared to pay the fine if they would lay the charge which carried a minimum fine of fifty dollars to a maximum of three hundred (\$300) dollars.

After conducting two investigations DNR decided that charges were not warranted.

The local news media over a five month period continually printed articles in regards to this incident and in many cases the facts were totally inaccurate and based upon rumours and hearsay; however, this made for great copy given the fact we were police officers.

As a result of public pressure an independent investigation was done by two members of the Ontario Provincial Police. We were subsequently charged for the offence which we had asked to be charged for five months earlier and all received a fine of two hundred dollars.

No one was demoted as you reported.

After we had pled guilty the protesters were still not satisfied and as the editor of a local news paper put it "Nothing short of flogging the three individuals involved in a public square would satisfy the protest organizers."

The bottom line is as police officers we can expect to have the news media blow things out of proportion and sensationalise in incidents involving persons in authority; however, I feel we should expect more from your magazine.

You claim your magazine is designed to entertain, educate and upgrade the skills of those involved in the law enforcement profession. I must say that neither I or my fellow workers found your article entertaining or educational.

I would suggest that there are other major issues which would deserve more attention then minor violations under the Fish & Wildlife Act and that in the future if you intend to print an article involving police officers that you get

the facts straight if you want to have any credibility with your readers particularly when you are supposedly a National Law Enforcement Magazine.

Name withheld by editor

Editor's Notes—The article referred to in this letter was a "house advertisement" promoting another publication produced by Blue Line on a weekly basis. This advertisement consists of excerpts from stories we receive from news wire feeds from across Canada. This publication is called "Blue Line News Week." As the article indicated this story was not Blue Line's but was from Canadian Press News Wire. We did alter the story, however, for publishing in Blue Line—we removed the names and detachments from the wire story.

The article on page 27 in the May issue was in error about the False Alarm Policy of the London Police Force. Although this was mentioned to local alarm companies in order to get them motivated to clean up their act, we never did implement it. We do have a very effective system which we will be happy to share with your readers in your next edition.

*D/Chief E. Austin
London Police Force*

Editor's Notes—The article referred to was written by Sonitrol Security Systems and actually should have been placed under our "Industry Platform" column. It was the first of three parts where the major alarm industries were invited to respond to this serious problem. Thanks for bringing this to our attention and we look forward to your article.

Patch Profile

by Al Evans



The Metropolitan Toronto Police Service was formed in 1957 as a result of a study of the amalgamation of 13 police services which encompassed five Boroughs and Townships surrounding the city of Toronto. At that time it was quickly recognized that there was considerable overlap in administration costs and jurisdiction which was not in the best interests of the police services, the tax payer or the communities at large.

The present patch was designed from the Metropolitan Toronto corporate seal with the word "Police" added. This crest was round and black with white threading.

In the late 70's the patch was incorpo-

rated with colour. The Municipality of Metropolitan Toronto changed its corporate design at around the same time and the Metro Police Force decided to adopt the old municipal crest as its own identifying symbol. It was decided that the community as a whole identified with the crest and less confusion would be likely if the police and other civic employees wore different identifying insignia.

The elements of the crest are as follows:

- The circular patch is indicative of an ongoing continuity and is traditionally used as a symbol of a never ending sequence of life.
- The shield is the historical symbol of protection and strength;
- The winged wheels of industry is situated at the top of the crest and is indicative of the importance of manufacturing in the region;
- The two books enclosed on the shield are symbols of knowledge and represent the two universities (University of York and Toronto) which are encompassed in the Metro region;
- The Chevron in the middle of the shield is symbolic of housing and promotes the sanctity of the home in conjunction with the Royal Crown within the chevron which implies the duty of Her Majesty to protect her subjects;
- The Winged Staff of Cadeuceus is variously known as the staff of commerce and the symbol of medicine. Both of these highlight the region's strong presence in both of these areas of human endeavour.

Al Evans is an avid patch collector and a past member of the Royal Canadian Mounted Police and Medicine Hat Police Department. He is still an active member of the International Police Association.

Al has been diagnosed with *Amyotrophic Sclerosis* (A.L.S.) better known as *Lou Gehrig's Disease* which is at present incurable and untreatable.

Al is no longer able to work and one of the few hobbies he still enjoys is police patch collecting. His goal is to have the largest and most complete patch and memorabilia collection in the country. He wishes to turn this collection over to the Medicine Hat Police Department.

If you or your agency have a new, innovative or interesting patch send it along with a background story.

Send all contributions to:

The Al Evans Collection
24 Stone Crescent S.E.,
Medicine Hat, Alberta T1B 3K9

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2. Without associating these colors with anything in particular, select the color that is most appealing to you.
3. Put an "X" through that color and put the number of the color in the "A" blank (answer section).
4. Look at the remaining "8" colors and select the next most appealing and mark the number in the "B" box on the answer sheet.
5. Continue until all the colors have an "X" through them and the answer boxes are full.

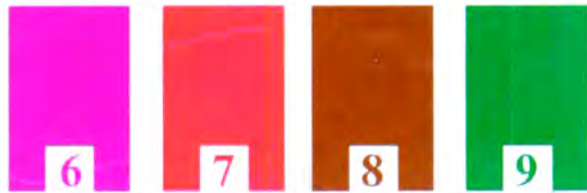
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For further details about this test turn to page 14 in this issue.

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