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Canada's Law Enforcement Information Specialists

February 2016



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by Morley Lymburner



# Engaging a Charter Right

The Canadian aversion to arming parallel law enforcement personnel concerns me. Responding to alarm calls in my early years, I recall the 'key holder' security car drivers always having a gun on their hip. I always felt just a little safer knowing this.

The guns gradually disappeared. When I asked why, no one seemed to have an answer. From then on I had to worry not only about my own safety but the security officer as well when entering a building. The stress level ratcheted up a couple of notches.

Nowadays the dispatcher tells lone responders to await back-up, which takes two officers off the road for an alarm call.

Get the picture here?

Years back I asked why nuclear power plant security officers were not armed. "I don't know" was the refreshingly forthright answer from a high level supervisor.

So what was the issue with arming them? That answer was simply not available.

Politicians and even top leaders at these organizations were speechless when asked this question. Is it lack of faith in the officer's ability? Public opinion? Traditional, heavy handed gun control?

Whatever the answer, people at the top put up passive resistance, as if the question had never been asked or simply not heard.

There have been some advances. Nuclear power plant security was eventually armed. Parliament Hill security also finally carries weapons, though it did take an armed and motivated attacker intent on killing or be killed to spur top leaders into action. What the attacker had not counted on was raw courage from an unarmed security officer who attempted to disarm him. That officer was shot in the foot but bought enough time for the sergeant at arms to unlock a security box, retrieve a gun and ultimately help stop the attacker.

A sober second look at this would quickly determine that the attacker would never have gotten on to Parliament Hill, let alone Centre Block itself, had that lone security officer been armed with more than just his courage.

Immediately after the Ottawa incidents armed police were sent to protect public works and transit sites across the country.

This sudden need for armed protection severely stretched police agencies across the country and, of course, was not sustainable for long. Yet, security officers who patrol Canada's largest transit system, riding it daily and becoming the most familiar with the tiniest nuances of the facilities and those who use it, are still unarmed. This even though police know the Toronto subway is the transportation of choice for many escaping felons.

Admittedly some parts of the country

show a glimmer of understanding the risks. Alberta Sheriffs are now armed and so are officers with that rather ungainly named South Coast British Columbia Transportation Authority Police Service, (or the "SCABTAPS" for short). These agencies, like Parliament Hill security, armed their officers after several nasty close calls which upped the ante on officer and public safety.

After all the mass shooting incidents in Canadian and American academic institutions why are we still taking a chance with unarmed campus police?

Yes, in some cases they are called "police" but hampered in their ability to protect their people from armed and dangerous intruders. Their only option is to call in other police from off-campus who, in most cases, know little about the roads or labyrinth of buildings.

While we are on the topic there should also be a push for proper panic rooms. In a recent shopping visit to a massive American shopping mall my wife and I were surprised by a ringing bell in the book store where we were browsing.

All the staff immediately began hurrying us to the back of the store into the lunch room. After the last person crowded in the metal door was shut and a bar placed across it. After about five minutes an "all clear" was broadcast and we were let out. This was an "armed intruder" drill. Great idea. Canada take note.

"When seconds count police are only minutes away," an old saying sarcastically notes. It is time we stopped equating firearms with police alone. The people guarding transit systems, airports, shopping malls any place where there is a large gathering of people should be permitted to carry firearms.

After all, a country that wants to have gun control must reassure its citizens that the nearest uniform, and not just police officers, will be armed and suitably trained to protect them.

This is summed up in section 7 of the *Canadian Charter of Rights and Freedoms*: "Everyone has the right to life, liberty and security of the person..."

While politicians fight the battle for better rhetoric they should be aware that it is up to them to ensure this right is actively engaged.



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# PEOPLE HELPING PEOPLE



Photo: Kevin Genter

## An alternate mental health crisis response model

Above photo: Shab Freitas, Canadian Mental Health Association (CMHA) and Cst. Craig Robertson

by Doug Sheppard

A collaboration between the Canadian Mental Health Association (CMHA), Local Health Integration Network (LHIN) and Waterloo Regional Police Service (WRPS) has significantly reduced mental health apprehensions and police wait-times at hospitals and improving service to patients within their own homes.

WRPS and Waterloo Wellington LHIN struck a committee in late 2012 tasked with developing a model to address key factors relating to how police respond to mental health incidents. The goal was to educate officers on alternatives to apprehension and assist in identifying opportunities for practical intervention.

WRPS officers were making apprehensions in 53 per cent of all MHA related incidents at the time, but only achieving admissions 20 per cent of the time. Spending hours waiting in hospital emergency departments for patient assessments was an inefficient use of officers' time. There was a clear need to better serve those in crisis and improve police response to mental health related incidents.

Waterloo Region covers an area of 1,369 square kilometers, comprised by three major cities (Kitchener, Waterloo and Cambridge)

and four surrounding townships (Woolwich, Wellesley, Wilmot and North Dumfries), with a 2015 population of more than 560,000 people. The WRPS has three urban policing divisions as well as a rural patrol division. Having a mobile response across this vast geographical area was a challenge for the committee.

The new program received base funding from the LHIN, and involved a different approach from models adopted elsewhere, including a unique dispatch model. The local model hired Specialized Crisis Team (SCT) psychiatric nurses from the Canadian Mental Health Association to individually attend scenes of mental health crisis anywhere in the region on an 11 hour per day, 7 day a week basis.

Nurses were given police radios and trained how to use them. They were logged onto the police dispatch system and showed available for duty when working, just like any other police unit. Officers were trained in the partnership program and also given more specific overall mental health crisis training. When an officer assigned to a mental health related incident determined that the SCT nurse could assist, they were dispatched either via radio or cell phone.

Prior to being requested, the SCT nurse

was usually briefed on the basic details of the incident by dispatch. In many cases nurses heard the call on the police radio and were already heading to the scene when their assistance was requested.

**Immediately successful**

The SCT Nurse program was an immediate success.

Upon attending an incident, the nurse provides mental health support for the person in crisis and overall support for the officer quickly assessing whether the subject's behaviours require enhanced crisis support or are better served by support at the scene.

The nurse has access to other supports available through CMHA. If the subject requires enhanced care, nurses provides their assessment to the officer; these observations contribute to the officer's grounds for apprehension.

Once apprehended, the nurse accompanies the officer and person to the emergency department and shares their indicators with crisis staff. This professional sharing of information has led to a 77 per cent admission rate in 2015 (versus 20 per cent pre-program) and a significant drop in officer time spent at the hospital (75 minute average per apprehension in 2015 to the end of November).



Photo: David Moser

Photo: Alana Holtom

Above photo: Left — Darrin Lewis, CMHA with Cst. Ryan Chen | Right — Aleah Jull, CMHA with Cst. Mark Herwartz

A secondary benefit is that the SCT nurse often elects to stay with the person in crisis while the officer is free to clear the call. Early in the new program, officers would clear the call but remain a block or two away waiting for the nurse to call them back. Officers were only called back a handful (less than 10) times to a scene in the first year of the program, mainly because of other people showing up and interrupting the interaction between the person in crisis and the nurse.

Since the inception of the program, this assumption of incident responsibility has freed up several hundred officer hours. The nurses have cited a level of comfort in excusing officers from incidents because they have a police radio. Once the officer clears, the dispatch centre keeps track of the nurse as they would any other logged on member, periodically checking for an “all 10-4?”

Should a situation deteriorate, the nurse can either radio dispatch or activate the emergency button for rapid officer response. Since the inception of the program in February 2013, SCT nurses have attended 1,926 incidents and have yet to activate an emergency recall, in part due to their initial patient assessment, conducted in the presence of officers.

The SCT program also uses short-term support (30-60 days) from a mental health clinician who can provide counselling coordinators to assist individual access to community mental health resources. These CMHA staff are available to police officers through a fax referral when the SCT nurse does not respond. They are also used by the nurses as a follow-up to their intervention and assessment. If immediate consultation is required for a person in crisis, and the SCT is not available, officers can also contact the CMHA’s “Here 24/7” crisis support line.

All WRPS officers who may respond to mental health related incidents have received enhanced training in crisis response. The Durham Regional Police Service allowed the WRPS to use its scenario-based e-learning training module, which walks officers through different mental health situations and

guides them on the most effective response strategy in each situation. The focus: although officers need to be constantly diligent to protect safety and well-being, there are effective methods to appropriately resolve incidents of mental health crisis that do not involve apprehension or arrest.

#### Statistical Results

Mental health related police incidents have shown a steady increase year over year, up 24 per cent since the end of 2011. This trend continued in 2014, with an 8.5 per cent

increase in attempt suicide and mental health crisis incidents.

Overall, significant media attention surrounding mental health may have positively contributed to the overall rise in incidents, as there is greater awareness of services available to those in crisis and more social acceptance to expressing a need for help (e.g. Bell’s *Let’s Talk* campaign).

#### Overall Apprehensions

Although the number of mental health incidents have risen, the apprehension percentile




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has not risen as high, proportionately. Overall, the apprehension frequency for all mental health calls for service in 2014 has fallen, even though there were 266 more incidents. This is a testament to the overall efficacy of the program, as officers have enhanced training in how to effectively address mental health issues while also getting nurse assistance.

As of November 2015, the overall frequency of apprehension for mental health crisis incidents fell by 25 per cent since the program was introduced. Although it would be ideal to have no apprehensions, a realistic target goal of 30 per cent has been set. While challenging, it is hoped that goal will eventually be met or exceeded through continued training and application of existing resources.

A lower apprehension rate will mean more people in crisis receive effective home-based mental health care. It will also result in a significant reduction in hospital wait times (and straining of hospital resources), with the ancillary benefit of officers released to attend to other policing needs.

#### Nurse Assistance

SCT nurses attended 699 incidents in 2014, an 82 per cent increase from 2013. The overall frequency of attendance at MHA related incidents went from 13.5 per cent in 2013 to 20 per cent in 2014 impressive when you factor the overall increase of incidents (606 more in 2014). The eventual goal is to have nurses at-

## PEOPLE HELPING PEOPLE

### Overall Mental Health Incidents Attended to by WRPS

Incident Type	2013	2014	Change	% Change
Attempt Suicide	1334	1392	+58	+ 4.3%
Mental Health Crisis	1860	2073	+213	+11.4%
<b>Total</b>	<b>3194</b>	<b>3465</b>	<b>+271</b>	<b>+ 8.5%</b>

tend to 30 per cent of all such incidents.

Despite increased SCT attendance, the apprehension frequency fell from 24 per cent of all incidents in 2013 to 18.5 per cent in 2014. More community members received mental health assistance in their own homes, while less officer time was spent in transport and waiting at the hospital.

In comparison, officers were 2.5 times more likely to apprehend a person in crisis as they would when the nurse was in attendance. This statistic shows the advantage to having professional psychiatric assistance directly in the field. Officer apprehension rate has dropped from the 53 per cent average before the program began but remains an area to

improve on through expanded education and training.

When apprehensions were made by officers with nurse assistance, the admission rate increased to 72 per cent of all incidents in 2014, up from 62 per cent in 2013. That meant more people needing enhanced mental health assistance received it and fewer persons in crisis were taken to hospital when they did not require an admission.

WRPS divisional administrative staff sergeants now review all MHA related incidents daily to ensure SCT nurse attendance was considered, and to encourage increased use of the program for their officers.

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### SCT Nurse Relief

SCT nurses relieved officers from incidents involving people in mental health crisis 394 times (out of 512 incidents attended) for the period of May-December 2014. This is a 75 per cent relief rate, translating into several hundred hours of saved police time.

Results for 2015 to the end of October:

- Apprehension rate is 40 per cent overall, 33 per cent for non-suicide attempt mental health incidents.
- SCT nurses have attended 842 incidents 28 per cent of all mental health incidents (a 20 per cent increase over all of 2014).
- In calls for service where a SCT nurse participated, the admission rate for those apprehended is more than 77 per cent.
- The overall emergency department wait time for apprehended persons has dropped to a year to date average of 75 minutes, down from more than 120 minutes before the program began.

There are other models of mental health response in use across Canada. Waterloo Region chose the SCT nurse program because it involved enhanced mental health response education for all front-line members and a civilian specialized response to those in crisis, while leveraging the LHIN's investment in mental health response. It also provided the capacity needed to serve a large geographic area.

Results over the first 33 months of the program show that, while there are still areas for improvement, nurses are attending more incidents, resulting in better crisis care in the field and fewer (by frequency) persons being apprehended and taken to local hospitals for enhanced care. This is a strong example of an effective partnership among agencies for the betterment of those experiencing mental health crisis.

Contact the author at [douglas.sheppard@wrps.on.ca](mailto:douglas.sheppard@wrps.on.ca) or 519-650-8531 for more information about the SCT nurse program.

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# DUTIES TO FULFILL



## Unique agency keeps Alberta communities resilient

by Patrick Mears

The Alberta Sheriffs Branch occupies a unique position in Canadian law enforcement. Everyday, members keep communities safe and resilient by performing a wide and complex range of duties.

Employed directly by the Alberta Ministry of Justice and Solicitor General, duties include transporting offenders between correctional facilities and courts, court house security, provincial highway traffic enforcement and providing security for the premier and other cabinet ministers.

Members also conduct covert surveillance, tackle drug houses and help protect the province's critical infrastructure. It's an eclectic mix that helps the branch form strong relationships with its partners, enabling it to take a seat at the top table of Alberta's law enforcement system.

"We provide world class services for Albertans in a province that continues to grow rapidly," said Chief Sheriff Lee Newton. "I'm very proud of the work the whole branch does both on the frontline and behind the scenes to help provide safe communities for Albertans. Officers and support staff exude professionalism and dedication and are ambassadors for the Government of Alberta. The sheer variety of what we do is staggering and makes us a truly unique peace officer program in Canada."

With a budget of \$69 million, the branch has just under 700 officers, managers and support staff.

The Court Security and Prisoner Transport (CSPTS) section is the branch's largest service, with main hubs in Calgary and Edmonton. CSPTS sheriffs clocked up hundreds of thousands of miles last year ferrying some 5,000 inmates and offenders between Alberta courts and correctional facilities.

The service also performs out-of-province escorts to and from Alberta. In 2012, it helped transport an arrested person, who was subsequently sentenced to life for the University of Alberta Hub Mall killings, from B.C. to Alberta. Further, it assisted provincial and municipal police agencies with public order and special events in their jurisdictions and collected DNA samples under court order.

CSPTS sheriffs are also strategically stationed at Alberta's 73 courthouses to help prevent violent incidents and maintain order, allowing judges, lawyers, staff and visitors to conduct business in a safe environment. Members completed about 200,000 perimeter security checks last year, ensuring countless weapons, such as knives and guns, did not enter the courts.

The second largest section is Operations and Protection Services, which performs a plethora of tasks, including 24-hour security at the Alberta Legislature Building and grounds and other key government build-



ings. The Technical Security Unit (TSU) provides specialized security consultation services and co-ordinates and installs security alarms, cameras and locks for Alberta government ministries, and the Executive Protection Unit (EPU) ensures the premier, lieutenant governor, and if required, members of cabinet and visiting dignitaries, get close protection.

"With events across the world in recent times, we have become even more aware of the need for security measures at government locations," said Sgt. Major Jean-Louis Delisle. "Every day, often in challenging circumstances, dedicated sheriffs ensure government business can be done in safe and secure surroundings."

The Operations and Protection Services



focuses on road safety. Traffic sheriffs work alongside RCMP partners in 20 integrated traffic units, helping reduce injuries and serious road collisions. Created in 2006, the traffic sheriffs fully integrated with the RCMP in 2010 in what has been a very successful relationship; the two organizations took more than 225,000 enforcement actions in 2015.

“The units reduce high-risk driving behavior,” said Supt. Rick Gardner, who heads traffic operations.

“Without their presence, there would be many more instances of serious injury or death on Alberta’s highways.”

A less publicly known service is provided by the Alberta Security and Strategic Intelligence Support Team (ASSIST), also under the Operations and Protection Services umbrella. It is a key source of intelligence regarding threats to the Alberta government and the province’s critical infrastructure. Thanks to its work crucial information flows between law enforcement, national security agencies and the private sector. ASSIST works closely with the Energy Security Unit (ESU), which provides security services to energy sector regulators.

The Sheriffs Operational Communications Centre (SOCC) is a vital component of the branch. It provides provincial radio communications and dispatch for sheriffs, organizes prisoner transport, monitors numerous CCTV and alarm systems at multiple government sites and is the branch’s central CPIC hub.

Sheriffs in the third major section, Investigative Support Services, are seconded and integrated with policing partners in the Alberta Law Enforcement Response Teams (ALERT) model.

Members help Alberta best use resources in the fight against an increasingly sophisticated criminal network, which often cross borders of law enforcement jurisdictions. They work in the Sheriffs Investigative Support Unit (SISU) to provide investigative surveillance support to police agencies for major and organized crime investigations within Alberta.

They also work in the Safer Communities and Neighbourhoods Unit (SCAN) performing investigations under the SCAN Act, targeting properties used for illegal activities

such as drugs and prostitution.

The fourth and final section is Corporate Security Services (CSS). Established in 2014, this is the newest part of the organisation, and among its range of duties is managing internal and external threats to employees, property and facilities. It leads the development of a strategic framework, with supporting policies and processes, to ensure a comprehensive and consistent level of security for ministry staff. Members deliver security information and training for employees and manage complex clients who may potentially impact the ministry.

When sheriffs are not keeping Alberta’s neighbourhoods safe and resilient, many choose to help their communities. Sheriffs

are heavily involved in roofs and serving tea and coffee at restaurants across the province.

Many also go the extra mile in other ways for example, one traffic sheriff recently helped deliver a baby girl at the side of the road.

“Alberta sheriffs are highly dedicated professionals,” said Newton. “It is a true honour to lead them as the Chief Sheriff as we work with our policing partners to ensure Albertans can live, work and raise families in safe communities.”

Patrick Mears is a public affairs officer with the Alberta Justice and Solicitor General. For further details submit emails to Supt. R. Gardner at [rick.gardner@gov.ab.ca](mailto:rick.gardner@gov.ab.ca)

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# PROMOTING DIVERSITY

*“Serving with Pride” leads the way for police in Ontario*

**POLICE LINE - DO CROSS**

by Jean Turner

Serving With Pride (SWP) is a not-for-profit LGBTQ network that aims to build bridges with the public, promote positive relationships between LGBTQ members and their respective police organizations and break down systemic barriers and stereotyping.

“The fact is, while many police agencies have made many positive steps towards equality, including developing their own internal LGBTQ peer support networks, there are still police officers or employees who don’t feel comfortable being “out” at work,” says SWP President, Hamilton Police Service Cst. Brian Mitchell.

SWP provides a confidential, safe network of peers who understand the systemic barriers and stereotyping unique to the police environment, without being tied to any one police service.

SWP Director Cst. Danielle Bottineau has an extensive background in diversity issues working as the LGBTQ liaison officer for Toronto Police Service.

“While the perception might be that because this is 2016 there is not a problem, overwhelmingly I hear stories and meet police officers who spend their careers hiding their sexuality or gender identity from their co-workers. It is a terrible burden to keep a secret like that and one that will often lead to mental health concerns.”

The network has a long history of not only assisting members but also improving the overall relationship between police and the LGBTQ public they serve.

Recently, a newly formed SWP executive has committed to continue in that legacy and are moving forward with vigorous promotion, targeting Ontario police and criminal justice agencies.

Currently the executive team is made up of members from Hamilton Police Service, Durham Regional Police Service, York Regional Police Service, Royal Canadian Mounted Police, Toronto Police Service, Ontario Provincial Police and a municipal bylaw enforcement



The newly formed Serving with Pride executive has a mandate to serve LGBTQ police and criminal justice professionals in Ontario. Shown at their inaugural formation meeting last fall are L/R Front: Heath Miller, Rev. John Mastandrea, Danielle Bottineau, Dena Peden, Paula Prosvach. L/R

officer. They bring diverse experience, sharing best practices and lessons learned from their respective agencies.

For those officers and employees that are already “out” and comfortable at work, the network offers an extensive network of peers along with opportunities for participation at social and learning events. This allows them to not only advance in their own personal and professional development but the opportunity to be a catalyst for continuing change.

“The most significant catalyst for change in someone is for them know that they are NOT alone and that there are others who are in their corner encouraging and supporting their personal growth,” comments SWP Treasurer, York Regional Police officer Cst Heath Miller. “I am so proud to be able to offer that support through Serving with Pride.”

SWP encourages active membership from a range of law enforcement and criminal justice professionals including police, border services, transit and rail enforcement officers, corrections and more, especially from agencies outside of the Greater Toronto Area that historically have not been well represented.

“We have taken the step of adding a “student membership” category as well.” says SWP Director Eastern Region, Durham

Regional Police D/Cst. Dena Peden.

“Law enforcement and criminal justice students bring a valuable perspective that is beneficial to achieving the goals of SWP. Their input and participation is encouraged not only because they have a lot to offer but also because once they graduate and start working in their chosen career, they will bring to their workplace an awareness that others can learn from.”

SWP thanks the OACP Diversity Committee for its support and providing a *Best Practices in Policing and LGBTQ Communities in Ontario* resource document. This is the first of its kind published in Canada, and SWP believes that it will serve as a model for other jurisdictions here and abroad.

The guide can be viewed and downloaded at [www.oacp.ca](http://www.oacp.ca)

SWP has three categories of members. Active membership is \$35/year, associate is \$40/year and student is \$25/year. Visit the web page at [www.servingwithpride.ca](http://www.servingwithpride.ca) for definitions of each category.

[www.facebook.com/servingwithpride@lgbtq911](https://www.facebook.com/servingwithpride@lgbtq911)

Jean Turner is a civilian member working in the Corporate Communications & Media Relations Unit of RCMP “O” Division (Ontario). Contact: [jturner@servingwithpride.ca](mailto:jturner@servingwithpride.ca)

# Ethics: The impact on leadership in policing

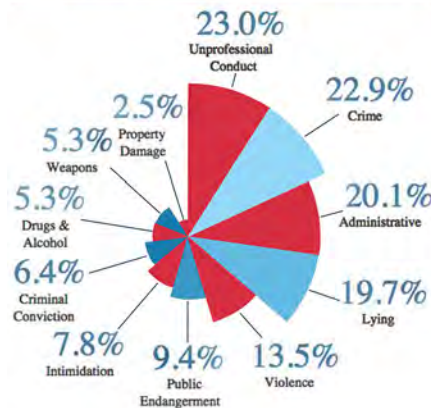
by Dr. R. Williams

You and two other officers find a paper bag containing \$200,000 cash. Your partners take the money to the property room. You read in the paper that \$50,000 was recovered. What are your alternatives? What would you do? Why?

Criminal justice and other public sector organizations set policies and procedures with the goal of fulfilling the mission of the organization, while serving and protecting the public. One of the critical parts is employing people that are trustworthy and committed, yet we can never know an individual's complete past; the troubles they have had, their state of mind and the values and morals which guide their decision-making process.

The daily pressures and demands imposed on criminal justice professionals may cause individuals to make choices that may conflict with leadership within the organization and ethical standards and expectations that have been set by the governing body. Sometimes individuals may want to do the right thing, but will rationalize ill behaviour for personal benefit or simple gratification. A sample state-

## 512 INCIDENTS OF MISCONDUCT



ment such as, "I have to do questionable actions to achieve my objectives" (Stanwick & Stanwick, 2009, p. 26) is perhaps common.

Ethics is about behaviour and police conduct determines the public's perception of law enforcement. Ethical leadership is every police officer's responsibility.

Learn more about how law enforcement personnel must demonstrate a commitment to leadership and police ethics. Anyone who assumes a leadership role must practice moral values and utilize theories and practices of leadership and ethics.

This practice will help individuals to better understand themselves, strengthen their leadership capabilities, influence others appropriately, and do the right thing at the right time.

However, the challenging question is: What is the right thing when we face police deviance, such as brutality, abuse of authority, sexual misconduct, theft, alcohol/drug abuse and deliberate inefficiency?

Join us for open discussions, scenarios and self-discovery exercises April 26.

Dr. Ruthie G. Williams serves as interim faculty lecturer and adjunct professor in criminal justice, ethics and multicultural studies. She has a Bachelor of Science degree in Criminal Justice, Masters of Science degree and Ph.D in Human Services from Capella University, Minneapolis. Also worked in juvenile justice.



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## SERVING WITH PRIDE

SWP is a group of LGBT professionals working in policing, emergency and criminal justice sectors who are committed to visibility, inclusive workplaces and social networks to encourage, advance and promote LGBT members in all of these sectors.

SWP is committed to removing barriers and challenging stereotypes often faced by LGBT members and others.

SWP encourages LGBT personnel to be out at the workplace to ensure visibility, to be valued as an asset and to challenge the myths and misconceptions surrounding sexual and gender diversity.

SWP is dedicated to promoting the principals of valuing diversity and equality within the workplace and communities, through education, mentoring, and from SWP members who serve as role models within the law enforcement profession, as well as becoming visible leaders within the communities our membership proudly serves. SWP provides a safe and supportive forum for LGBT law enforcement professionals to network, support, and communicate more effectively with each other throughout Ontario and beyond.

[www.servingwithpride.ca](http://www.servingwithpride.ca)



# DOING EVERYTHING WITH NOTHING

*Communities need to understand the cost of modern policing*

by Chris Lewis

Municipalities, provinces and states across North America have grown increasingly concerned about rising policing costs. Facing little to no increase in local tax revenues, they have often gone from a “do more with less” model to a “do everything with nothing” reality.

Increasing salaries and rising costs for technology, vehicles and fuel have caused police and political leaders to closely examine how to get the best bang for their dwindling dollar through a variety of service delivery model options.

Most police chiefs and boards have wrestled with this dilemma for at least 10 years, meeting to share ideas and best practices and consulting with academics and policing experts across jurisdictions to search for valid solutions. It has been a difficult process at a time when reported crime has actually dropped in a number of categories.

The falling crime rate argument is a bit of a misnomer. Crime is much more complex to investigate now than it was 30 years ago. In 2016, police don’t only have to prove who committed the crime but also show that every other person in the free world didn’t do it. Every interview is recorded and transcribed and when charges are laid,

terabytes of disclosure are prepared under very tight timelines.

The CSI world we live in also requires police to examine crime scenes in ways unimaginable decades ago, locating and processing digital information in storage devices like tablets, phones and computers. Search warrant and production order processes are very complex. Cases that would have been staffed by only a handful of members years ago now often require hundreds of officers.

Falling crime rates don’t happen by waving a magic wand but through an increased focus on prevention programs, which take time, people and funding. It is hugely cheaper to prevent crimes than it is to respond, investigate, prosecute and incarcerate, but the more important benefit is the reduction in victimization. Preventing vulnerable people from being exploited, harmed or robbed is always the goal.

Current prevention models including crime abatement strategies and the “community mobilization” concept which brings police, various social service agencies, educators and community groups together to mitigate societal conditions that lead to crime are having significant impacts. That work can’t be stopped on a dime however, or crime rates will grow rather than diminish.

New and demanding crimes cyber-crime

through organized crime groups that know no borders; child exploitation and Internet bullying; and radicalization and terrorist attacks in western societies are all resource intensive and costly to address, to say the least.

Salaries encompass the vast majority of most police budgets. In days gone by many agencies didn’t have rigorous staffing methodologies, just established complements that had existed for many years, combined with shift rosters that had consistent staff numbers working regardless of the day or time of the week. Sound minds know that this cannot continue and much work is underway at many levels to make significant change, however it is most often a very difficult collective bargaining issue.

Technological solutions also come with costs. Predictive policing (also known as intelligence-based or data-driven policing); impact shift scheduling and the related staffing requirements; focusing patrols and enforcement efforts to have the maximum benefit, all are recent enhancements to what used to be largely “best guess policing.” Having the right people in the right places and doing the right things to optimize policing energy are modern day musts.

Police need to stop doing some things they once did with pride. “No call to small” used to work wonderfully but sadly is now an

unaffordable luxury. Citizen self-reporting of more minor incidents through the Internet, with telephone follow-up by police personnel, is quickly becoming the norm, as it should be.

Civilianization was not the panacea some experts claimed it would be. Police leaders need to have the best people in each role, and yes, some duties are best carried out by experts who are not cops, but the salary differential is not significant.

There was a time when only 10 per cent of police employees were civilians, as we then trained cops to do things others could handle. Thankfully that has changed to 25 to 30 per cent civilian staff in most cases.

Civilian accountants, lab techs, IT personnel, administrators and communication centre staff are vital parts of the overall policing team.

Bear in mind that they are most often locked into those areas of expertise for an entire career while watching their officer colleagues move around between different assignments and promotional opportunities.

Most importantly, police services still need a critical mass of armed officers to provide patrols and respond to a multitude of calls. Even in a large force, it is virtually impossible to send armed officers to some calls and unarmed officers to others, as some suggest. Many police services and OPP detachments only have a handful of staff working at any given time.

The generalist constable has to be ready to respond to a variety of events, and yes, the reality is that some of them may really not require a fully trained and armed police officer, but then again they might, and the next call probably will.

Police officers are well paid, as they should be. We want the best of the best doing this work, not those that will simply fill a uniform and carry a gun at any price. Ontario's police officers are all within a very tight salary range. Those salaries are challenging to control as associations try to leap-frog over recently signed contracts from other agencies.

Police and community leaders need to continue to lead change before it leads them. The few that don't want to should change careers. Police associations must accept that there is no new money out there and times are tough for everyone. Raises may not be as forthcoming as they would like.

Shift schedules need to be based on the needs of the community, not the individual officer. At the same time, the public needs to know that much is being done to keep costs under control while still preventing crime and keeping people and their property safe.

None of this is easy and it cannot all happen at the flip of a switch. Laying off police officers and auctioning off police cars isn't the answer.

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Commissioner (Ret.) Chris Lewis was a member of the OPP for 36 years, serving across Ontario in a variety of operational and command roles. He continues to consult, write and lecture on policing and leadership issues. He can be reached at: [www.lighthouseleadershipservices.com](http://www.lighthouseleadershipservices.com).

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# New challenge for service member

by Kevin Masterman

Andrew Stewart fulfilled a life ambition in November when he began working with the Toronto Police Service Parking Enforcement Unit, an achievement made all the more impressive by the many challenges he has overcome in his young life.

“I don’t want to be the best disabled employee, I want to be the best employee,” said the 28-year-old, who has pervasive developmental delay caused by autism, obsessive compulsive disorder, Tourette Syndrome, attention deficit disorder and a significant learning disability.

Stewart was hired as a temporary clerk and assigned to Parking Enforcement West.

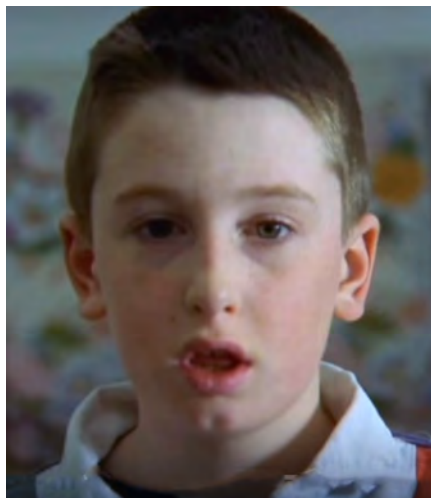
“I’ve always wanted to work for the police. As I got older I realized I’m not going to be an officer but I can help in some way,” he said.

His story of overcoming the challenges was featured as part of the National Film Board documentary, *OCD: The War Inside*. Stewart talks in the film about his struggle to cope with his OCD, which left him feeling compelled to perform rituals such as touching a wall or flicking lights on and off.

He has handled his diagnoses through medication, therapy and the support of his father David, mother Jan and sister Ainsley.

Because of his disorder, Stewart sometimes has trouble speaking and readily admits he is anxious and impulsive at times, and often has trouble picking up on social cues, such as when people use sarcasm.

“I don’t always get things right away. If you explain it again and give me a chance, I can do it.”



Andrew as he appeared in the 2002 National Film Board Documentary *OCD: The War Inside*.

It’s also not his first job. He worked for many years as a Loblaw’s cashier and was often stopped on the street by his customers.

“People will often stop me and say you’re the best cashier’ and I have no idea who they are,” said Stewart, noting he was on a flight to New York City in one of those instances. “I don’t let my disability affect my job. I’m dedicated and professional.”

His road to working with the parking unit began after meeting Chief Bill Blair four years ago. His father had asked if the chief would take some time out to meet Andrew, who often reached out to police officers over social media.

Fast forward to a few months ago and Chief Mark Saunders was thrilled to see Andrew follow through and apply to join.

“He has the potential to be a great member of our team and I have no doubt that Andrew will be giving every task 110 per cent,” Saunders said.

Stewart’s mother Jan said her son has had a great reception by members in person and on his social media accounts (Twitter: @andrewstwt).

“He’s had nothing but positive interactions with the police” she says, noting that he has also had a lot of acceptance by most people he meets.

“He’s really a joy to most people. They understand he’s disabled, he doesn’t hide it and I think that sends a positive message.”

Stewart said he enjoys being an advocate and educating others about his disabilities. “I want to get rid of the stigma,” he said.

“I was always taught you don’t hide from it, you shout about it.”

Stewart is also passionate about the Toronto Blue Jays, noting they were a calming influence, allowing him to focus on watching batting practices and games without being overcome by his OCD symptoms.

He’s quick to give a hug — “people say I’m overly friendly” — but very much respects people’s boundaries if they don’t want the attention.

He’s also very excited to join the Toronto Police Service, saying “it’s a dream come true.”

Reprinted courtesy of the Toronto Police Service. Contact [torontopolice.ca](http://torontopolice.ca).



# THE TIME IS RIGHT

## Professionalizing police

by Geoff Gruson

The Police Sector Council (PSC) a national not-for-profit looking at occupational standards and training standards for policing, began looking at the issue of “professionalization” of policing from the perspective of common training standards and qualification standards in 2006. This question was of real interest to police and security managers and had been posed by numerous police chiefs, HR heads and board members across Canada.

The PSC worked with the heads of the 14 provincial and national academies across the country, including the military police, to do a comparative study on training. A primary line of the investigation looked at the curriculum and processes of the academies, how 151 constable tasks were being trained, to what level of proficiency recruits were being graduated and which competencies were being instilled. The results showed that every academy was developing its own curricula, learning objectives and training standards; there was surprising little in common even in firearms training.

How could academies training police “professionals” not ensure they had all met some national qualification standard and curriculum?

National occupation standards were developed and numerous meetings and workshops were held with academy heads. There were studies on common use of force training and skills perishability. Curriculum-mapping software to support curricula re-design was developed and tested.

After all that money and years of hard work, results show... academies still, for the most part, develop training independently. There continues to be little congruence in training models, considerable variance in training time and methods and significant differences in the outputs/outcomes of the training resources expended. The latent efficiencies and effectiveness of common training standards remains elusive.

So, the answer to the “professionalization” question seems to be “although we certainly have grounds to regard ourselves as professionals, there are critical elements missing so, not yet, but we are getting close”, but without provincial/national direction to implement national training standards and transform to common training processes and practices, and without clear direction to integrate their training curriculum, academies remain, for the most part, insular.

On the bright side, competency-based national curriculum is recognized by all academies as the future of learning, to be developed through dedicated and integrated effort of trainers and curriculum designers.

“We fully believe in a national standard,” said one academy head. “It is very important that police services across the country are consistent in training and practice.”

The academies are willing to collaborate, and there is more opportunity for competency-based integrated curriculum development. Most academies (8 of 13) are assessing the national competency-based management framework (CBMF) to develop or refine their curriculum, some are re-designing curriculum based on national competencies, and a few are also incorporating the investigator and leadership competencies in their curriculum design work.

So, what does it take to be a recognized profession?

A professional is recognized as somebody with unique knowledge, education and training, often gained through years of rigorous study. Through membership in a professional self-regulating body the professional ascribes to a strict code of conduct that includes ethical and moral obligations. They are a step above skilled trades and crafts in learning and competencies.

Interestingly, in a recent survey of young people’s attitudes towards a career in policing, many respondents aligned with this response “it is a blue-collar job, and my parents don’t want me to make a career in the trades”

Professionals are clearly recognizable in our daily lives: doctors, lawyers, nurses, engineers. To work in a specific jurisdiction, most professions require a statement of professional standing a certification from a licensing authority or government department that verifies or authorizes that an individual has been accredited according to rigorous qualification standards and is in good standing, never suspended, cancelled or revoked. Most of these individuals have a diploma or degree from a college or university signed by an appropriate official from a central governing authority.

Even some of the traditionally “blue collar” work can be attributed to professionals. In Singapore, the licensing & regulatory department conducts an annual grading exercise of all law enforcement institutions. Singapore police use this data to address service quality, motivate policing/security to improve operational capability and to elevate operational standards.

Today, policing/security in Canada is neither recognized nor managed as a “profession.” There is no self-regulating body that sets and enforces standards for entry into the sector. Some parts are regulated by provincial bodies, with varying standards and enforcement of them across the country.

This presentation looks back at the history and evolution of policing and security in various societies and at various times, and provides a focus on what has changed in today’s policing and security environment that would suggest the time is right for professionalization:

- Police and security employees work in a sector with certified professions as critical partners medical, legal, social services and education professionals in most day-to-day activities and operations.
- The need to manage the dynamics partnerships: the social, political, and economic partners important to policing/security.
- Occupational standards are in-place and can benefit workforce management, career management and labour mobility.
- Economic efficiencies can be realized from national training standards and standardized curriculum.
- There is increasing need for “defensibility” of policing actions in a court of law.
- The service environment is dynamic; there is a need for auditing/evaluating curriculum and changing learning products and services to meet changing work demands.
- There is an increasing demand for the contribution professional police should and can make to the social policies being developed by the education, health and social services professions.

The work of policing continues to change dramatically police and security organizations have the primary role in the safety and security of Canadian communities, and in their long term economic sustainability based on crime reduction and community safety strategies. Increasingly police personnel are being asked to not only act like professionals but be professionals. The time is right to make that so!

The Police Sector Council (PSC) is a national initiative to identify common human resource challenges and find innovative solutions to human resource issues in policing. Geoff Gruson is the national co-ordinator and will be presenting at the 2016 Blue Line Conference. Visit [www.blueline.ca](http://www.blueline.ca) click on EXPO to register.



# Truth, Reconciliation and the RCMP

by Ian Parsons

I was reared in an RCMP home, served for 33 years and now view the Force through the eyes of my step-son, a serving member. All told, my perspective encompasses 75 years.

As I reflect, a most vexing question comes to the fore. How is it possible that untold incidents of physical and sexual abuse were occurring in aboriginal communities in all parts of Canada for generations under the watchful eyes of RCMP members and no disclosures were forthcoming? Was there awareness? Was the power and mystique of organized religion such that members were intimidated?

I would prefer to think serving members were unaware of assaults because they were isolated from the venues where they took place — yet some members were sufficiently embedded in the fibre of the citizenry to become aware of sexual offences in communities and religious groups. They intervened and took appropriate action.

What was the difference? Why were wrongs perpetrated against native people in epidemic proportions without the knowledge of police?

I hold myself culpable along with my peers. I was a young constable in two large western Canadian First Nation reserves with residential schools for extended periods. Heinous offences were being committed against native youth and we were unaware. In my case, we had such minimal personal contact with residential schools and native families that the

chance of disclosure was remote.

In reflection, it is understandable how this could have occurred. The RCMP in my era never considered an Indian reserve as a community to become involved in. Reserves were poverty-stricken and a constant source of strife and social discord, often garnering the unwelcome attention of RCMP enforcement.

Most assuredly some, if not much, of the anti-social activity was acted out by individuals whose egos and self-respect were severely damaged by childhood sex abuse experiences. Many victims became dysfunctional parents themselves. Often First Peoples were looked down upon without empathy, usually from a lofty paternal perspective, frequently with distaste.

Contact between members and native citizens were fraught with mutual anger and discomfort. For years, the enforcement of very prejudicial and unpopular liquor laws under the Indian Act was a source of friction; they were eventually repealed.

There was no intimacy or personal relationship between citizens and police. Consequently the possibility of a disclosure of an embarrassing sexual nature to a police officer was remote. With the exception of the North, our policing coverage, almost always enforcement-oriented, was from the arm's length of a detachment in the nearest non-Indian community.

Some efforts have been made at the same time to alleviate the dynamics just described. In the latter half of my own career, I “turned

a corner,” so to speak, and strove to establish more integrated policing to native people. However, again in reflection, I do not believe our efforts truly bridged the gap of alienation established by years of impersonal and ineffective policing.

It would be instructive to learn how the torrent of current disclosures initially occurred. Were they originally received by detachments, or was it an enquiry that opened the Pandora's Box of scandalous behaviour by church officials and persons in authority?

The reason for the question is this: Have relations between the RCMP and native communities so improved that similar disclosures of sexual offences will now be brought to the attention of officers? If the answer is no, the community does not have that level of comfort with police, things must change. It is too late simply to “talk the talk” when it comes to offering a police service to aboriginal communities.

The stigma of discomfort on the part of RCMP members who must serve Aboriginal People has to be eradicated, either by indoctrinating members or moving them out if they are not willing to completely integrate into the community. Implementing structural change that provide incentives and tangible support would encourage members to become involved.

The very fact that these horrendous circumstances had been perpetrated for so long and in so many locations with no police intervention is *prima facie* that some very serious





# Bright note to combat February blahs

I hate February. It is my least favourite month. By now, I have usually had quite enough of cold weather, short days, cold weather, snow ... did I mention cold weather? People get depressed in the winter. It has something to do with the lack of sunlight. It occurred to me that my column also is often about gloomy subjects mental health perils, lack of faith in police, crime, violence, victimization. Not fun stuff.

Phooey to that, I say. I think I will talk about something cheery. Music. You might not think this has much to do with policing, but just wait...

I recently was in Vancouver and heard a concert by the Vancouver Men's Chorus. This is a group of about 100 men of every conceivable age and ethnicity. Just about all of them are gay; the chorus advertises itself as being for "gay men and their friends." Musically, they are quite good, which is a little surprising for a choir that is really pretty well open to anyone who wants to join. You do not appear to have to be a virtuoso. The concert was terrific, some serious numbers, others very funny and all very well done. I was impressed.

There were a whole lot of other things that impressed me at least as much as the music.

As many of you know, I am a member of the no-longer-a-spring-chicken group. As I looked at this choir, I noted that there were a number of members who were at least as old as me. If they are THAT old, then I know that as gay men, they have not always had an easy road. They still may have a tough time in some quarters, but what a long way we have come in this regard!

When this choir began 35 years ago, it must have been a sort of safe haven for these guys. It must also have taken a huge amount of courage for the initial members to be publicly identified in fact, to actively advertise themselves as gay.

I also noted a variety of men from ethnic groups not noted for their tolerance of homosexuality. Yet there they are, names in the program, faces smiling, right out there in the open. Again, one is struck by change.

There were some very good soloists. In fact, some of them sang solos. Other people were not soloists, but somehow, when you put them all together, it sounded great even if each person individually might not have been a great singer.

The concert I went to was one of a series being held in a church the kind of church, that years ago would have condemned people for being gay. Some of the choir sponsors are mainstream organizations like major banks. You would not have seen that a few years back.

I have played in a number of musical groups that use churches as their venue, as churches often have pretty good acoustics. One of the things pointed out to me was that although the choir's concerts take place over



the period of a couple of weeks (which means that the concerts overlap with the church's usual Sunday services), this church has let the choir leave its stage set up for the duration.

They don't have to dismantle and put everything away after each concert. This means that presumably the church people are having services in and around the risers with their usual church-type props (altars and stuff) redecorated and moved. As I said, I have played in many churches but never one where they let you leave your stuff or move their stuff, especially over a Sunday. These church folks clearly have a bit of a different way of looking at things.

The other notable thing about this choir is that it seems to sell out most of its concerts and does not seem to be in financial trouble. This is really quite unique among arts and musical groups, most of which are chronically on the edge of financial disaster (many have folded altogether in recent years).

What does this have to do with policing?

For starters, it reminds us that we have stopped doing some of the things we used to do, like criminalize and arrest certain kinds of people. Police were not always the best friends of the gay community, for example, so this change is good. If you sometimes feel like society is not moving forward, you might go to one of these concerts. It really made me feel like SOME things in the world have gotten better.

It also reminded me of what a multicultural country we are, not that we really need any reminders of that. Choirs like this used to be pretty well for the WASPy types among us. That was clearly not the case with the VMC.

It also reminded me that often, the whole is greater than the sum of the parts. While not everyone in the choir has a spectacular voice, as long as everyone did their part, the overall sound was incredible. Police work is like that sometimes. Not everyone is a star, and there is actually limited room for stars, but as long as everyone does their part

As for the church, who said there has to be an altar right in the middle, looking the same way it looks every Sunday? A little flexibility goes a long way.

Mostly, this concert reminded me that things change, things have to change and that I (and everyone else) needs to beware that "because we have always done it this way" is not a reason to do it that way forever. If this choir put on the same kind of concert everyone else does, they would no doubt be suffering financially the way other arts groups are. Somehow they were able to put a twist on things that has made them enormously popular.

Change is so hard for most people. We go to workshops and lectures on change; we have committees and task forces to oversee change. The difficulty may be partly because along with change comes the inevitable admission that we got something wrong. That will always be the case.

I sometimes wonder how things will change in the next few decades. I will eat my hat if there are not things we are currently doing that seem like the right thing to do now but which will seem, in a few years, clearly wrong headed. In my field, clinical psychology, I can look back at some practices which were commonplace a decade or two ago and seemed like a good idea but we have since learned they don't work or may even be harmful.

I am quite certain there are practices in policing that are similarly well intended, but not right. The trick is identifying them. Once we do, the challenge is for someone to have the fortitude to initiate the change. One can only imagine what the response was 35 years ago when a small group of gay men said "Let's start a choir."

I started out by saying this was going to be a cheerful column. The good news is that change happens (no matter how much we resist), and people do persevere and even thrive in difficult circumstances. We are better as a society than we used to be. We are not perfect yet, but we are better. This makes me cheerful.

(Next time you need cheering up, go to a concert: [www.vancouvermenschorus.ca](http://www.vancouvermenschorus.ca))

Dr. Dorothy Cotton is *Blue Line's* psychology columnist, she can be reached at [deepblue@blueline.ca](mailto:deepblue@blueline.ca)

# CHARLIE IS ON THE JOB

## Labrador gets first police dog unit

by Danette Dooley

The RCMP in Newfoundland and Labrador has established a K-9 unit for Labrador and welcomed Cpl. Jason Muzzerall and his four-legged partner Charlie to the "Big Land" in December.

Muzzerall is from Northern New Brunswick. He has been with the RCMP for over a decade and has policed in Northern Manitoba and the Northwest Territories.

He has been a dog handler for the past four years and looked forward to coming to Happy Valley-Goose Bay, Labrador to set up the force's new dog section.

"The move to the East Coast gets me a bit closer to home but the big thing for me is that there has never been a dog section here in Labrador before," Muzzerall said.

Charlie is Muzzerall's fifth police dog. He's had the five-year-old pure bred German Shepherd since he was a puppy.

"I raised him since he was a seven-week-old little ball of fur. We went through training together. We graduated training together took our first posting to Thompson, Manitoba and we've been working together ever since."

The RCMP only uses purebred German Shepherds for general duty teams. The versatility, strength and courage of German Shepherds make them eminently suitable for Canadian police work. Their heavy coats allow them to work under extreme climatic conditions.

The force's web site also notes that the presence of a German Shepherd seems to have an inhibitive psychological effect on potential wrongdoers. Trained to apprehend, they will invariably make a successful arrest, the web site notes, despite the fact they are trained only to hold, never to be savage.

In addition to being in perfect physical condition, they must have particular personality traits which make them suitable for police work: even temperament, hunting instinct and sound character are essential.

Charlie is trained in many areas of police work including drug searching, tracking, criminal apprehension and evidence searching.

### Newfoundland and Labrador

Newfoundland and Labrador is policed by the Royal Newfoundland Constabulary (RNC) and the RCMP. The RCMP covers all island portions of the province except the Northeast Avalon and Corner Brook.

In Labrador the RNC polices Labrador West (Labrador City and Wabush) and Churchill Falls and the RCMP polices all other communities.

While based in Happy Valley-Goose Bay, Muzzerall and Charlie will be available to RCMP detachments throughout Labrador.

"I'm based out of Goose Bay because it's one of the bigger areas that the RCMP polices in Labrador. The plane is here so I'm portable if I have to go to any of the other areas."

While living and working in Labrador might take getting used to for many police officers, Muzzerall's past northern/isolated post-



ings will make the adjustment a little easier. One of the biggest challenges he's faced thus far has been getting Charlie his dog food. He's grateful that the owner of the local pet store has agreed to have the food brought in. "That makes things a little easier for me," Muzzerall said.

Another challenge has been building an outside enclosure for his dog, which isn't easy to do in minus-26 degree weather, he said.

"Charlie has his own kennel and a dog house and I'm setting something up temporarily to get us through the winter until we can get plans and a proper kennel in place next spring."

Involving the community Muzzerall is looking to involve the community to meet Charlie's needs. He's optimistic some high school students or members of a local service club will be interested in helping build an enclosure.

Involving the community in a similar partnership worked well during his posting in Manitoba, he said.

Muzzerall said becoming a dog handler is not only a career but also a lifestyle.

"We live with our dogs, we travel with our dogs they are there on your days' off, they are there on your vacation. There's the partnership and there's the work relationship but it goes deeper than that. Any dog handler... they get that bond. It goes beyond your 9-5 schedule."

Danette Dooley is Blue Line's East Coast correspondent. She can be reached at [dooley@blueline.ca](mailto:dooley@blueline.ca)

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# The ethical use of force

## *Adding a little lustre to the badge*

by *Al Arsenault and Toby Hinton*

There has been unprecedented media scrutiny recently of inappropriate police use of force. Numerous videos of police officers using crude defensive tactics have elevated anti-police sentiment to an all-time high. The public is demanding more accountability.

To the uninformed, many legitimate and conventional arrest tactics are perceived as 'police brutality.' There is a need for systematic training designed specifically for effective and safe law enforcement.

### Using Judo as a foundation

An arrest requires the physical application of force by a police officer, whether cooperative or not. In the absence of safe and reasonable alternative techniques, there is an over-reliance on the use of belt gadgets and striking techniques when a person merely resists arrest.

Judo is a martial art that excels in taking people to the ground and this foundational skill is invaluable in the arrest process. Indeed, the use of grappling techniques lead to less-violent scenarios. Judo develops a strong base with good balance while destroying the same strengths of the opponent. Stripped of all semblances of sport, the remaining techniques are worth learning as they link very well with other arrest and control tactics, many which offer the requisite control needed for handcuffing.

### Controlling vs. holding

The classic physical 'collaring' of a criminal constitutes mere 'holding' of an arrestee. 'Controlling', on the other hand, involves some degree of pain or discomfort because

joints, particularly in the arm, are manipulated to extremes using pressure across the joint(s) of the seized appendage.

Counter-pressure (via fixed objects, gravity or one's own body exertions), possibly leading to convincing pain and/or exploitable movement, is needed to inhibit resistance and curtail assaultive behaviour. As such, controlling is vastly superior to holding.

### Maintaining continuous control

A person being arrested will readily sense an absence, or loss, of control and possibly try to escape or assault an officer. The officer must gain this control early and maintain it throughout contact with the arrestee. If a person can feel pain and appreciate its effects, then the strategic application is conducive to compliance the brain is simply given a deal that it cannot refuse to pass up.

Arrest drills (including handcuffing) need to be practiced regularly; built-in stress inoculation reinforces the principles behind continuous control, professional communication and teamwork.

### Linkage of techniques

If techniques are taught in unrelated 'silo' form, officers will not see how one can morph into another during a struggle. Also, the officer may want to change from one control lock to another to change relative body positioning, strengthen degree of control or move the arrestee around.

It takes a concerted training effort to feel how these control tactics can change with the dynamic and shifting situations encountered on the street. The shift from control locks to takedowns and throws, all leading to handcuffing, is an important skill set to learn.

### Most and least likely

It is wise to know how to physically handle the 'most-likely' to the 'least-likely' of situations. Least-likely scenarios such as knife attacks and gun-stripping drills are taught in police academies more for liability purposes (read 'risk management') or to bolster their use-of-force syllabi.

Training to effectively deal with most-likely forms of resistance encountered on the street is sorely needed. Specialized skills like knife-fighting can be learned as advanced techniques but 'owning' and handcuffing an arrestee are more essential (and perishable) and need considerable and constant practice.

### Practical and effective takedowns

Using the escort grip places the officer in the optimum position when making an arrest. Joint locks and takedowns should be taught from this position of control to counter the most-likely types of resistance to be met. Such techniques give the option of applying pain in order to limit resistance, direct movement or even injure or break a joint if necessary. All use of force must be reasonable under the circumstances officers should be able to clearly justify and articulate their actions in writing.

### Ethical use of force

Any applied force should be reasonable; it must be necessary and used in a justifiable and ethical manner. It is easy to think ethically when you are in control over an arrestee, hence the value of effectively gaining and maintaining physical control. Police trainees must be taught not just to look after each other on the mat but to extend this (Judo) philosophy of 'mutual benefit

and welfare' to those who would try to escape from them or who would do bodily harm to the officer or public.

Many who fight with the police do not know how to do so effectively, are mentally ill, on drugs, inebriated or temporarily unstable due to personal problems. Officers should be taught to treat a suspect as if they were a family member and not apply force based on their own agitated emotional state; force should be applied calmly and with a degree of compassion.

### Reality-based training

It takes a certain amount of experience to determine how much force should be used in given situations and to remain relatively composed while doing so. Crude reality-based scenario training puts students under stress, enhancing their ability to learn. Common sense is most uncommon when under stress, but creative visualization training and combat breathing can help an officer remain unruffled in volatile and high-stress situations.

It is only through practice of such realistic training and actual street experience that an officer's decision-making process is enhanced. The difference between what is learned in the sport training gym and what's actually encountered on the street is significant.

### Sport vs. reality

There are no refs nor rules on the street, taking violent offenders into custody is neither a sport nor a game. Unlike the philosophies

of many martial arts schools, police officers are expected to use their skills in accordance with the Criminal Code of Canada, not rules of sport. There is no such thing as a 'fair fight' on the street. The courts sanction law enforcement officers to win sans any artificial encumbrances like the Marquess of Queensberry rules.

Sports-based techniques successfully practiced in the sterile confines of the training hall can get an officer injured or killed on the street. Police should be taught to (gently) bite, eye gouge, pull hair and engage in other nasty 'dirty' fighting techniques. The ghosts of our students should not come back to haunt us because we did not teach them about the ugly realities, treachery and vileness facing them on the street.

### Recreation vs. competition

A recreational model is a far better way to offer training than a competitive model because few students are actually interested in competition. Injuries can be more common when vying for top spots. A crippling injury, all for the sake of a medal, can ruin a recruit's ambitions or sideline a street officer.

Training under rules of sport can cause players, when under high degrees of stress, to inadvertently adhere to these artificial standards; the street of hard knocks can be a cruel and unforgiving teacher.

### Start training early

While there are many post-secondary institutions offering diplomas and degrees in

criminology, police sciences or law enforcement, very few have an on-going physical training component. We are not adequately preparing the younger generation for the reality of the world in which they will be working.

The allocated 80 hours of hands-on training at the police academy is not nearly enough time to develop skills and proficiencies in use-of-force techniques. By starting realistic training early, students can attain hundreds of hours of relevant preparation before they even enter a police academy.

Ideal use-of-force training should be recreational, functional and able to be practiced at any age or skill level; it must extend much further than basic academy training or use-of-force re-certification. Officers who are well-trained can remain calm and act ethically under physical stress while displaying solid professional control techniques and tactics.

Those who refuse to train, preferring to use angry brute force over composed finesse, will add no lustre to the badge while unnecessarily complicating their careers.

We urge you all to train for the way the fight is and not for the way you hope it will be but above all, fight the good fight!

Police sergeant Toby Hinton and retired police officer and certified police trainer Al Arseneault are the founders of Police Judo ([policejudo.ca](http://policejudo.ca)). They will conduct a lecture and training session at the Blue Line Conference in April. Visit [www.blueline.ca](http://www.blueline.ca) for more details or to register.



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**Flashlights**  
Acklands-Grainger  
CIMA LTCI Corporation  
Fenixlight Limited  
First Tactical Inc.  
Gray Jay Leather  
Mag Instrument Inc.  
Pelican Products ULC  
Summit Canada Distributors

**Fleet Graphics**  
Artcal Graphics & Screenprinting  
ImaginArt Signs

**Forensic Aids & Investigations**  
CSI Forensics  
Leica GeoSystems  
Securesearch Inc.

**Forensic Services & Equipment**  
CSI Forensics  
DAVTECH Analytical Service  
Forensic Art by Diana Trepkov  
Ocean Systems  
Pelican Products ULC  
SketchCop Solutions, LLC  
Teel Technologies Canada

**General Police Supply**  
911 Gear  
Body Armour Canada  
DAVTECH Analytical Service  
EMebKo Enterprises



My Court Calendar  
Pride in Service



**Gloves**  
Summit Canada Distributors  
True Grit Outfitters

**GPS / Mapping**  
*Cartovista (DBX Geomatics)*  
*Hexagon & Safety Infrastructure*  
*Prairie Geomatics Ltd*

**Green Technologies**  
*Cdn. Ammunition Disposal Serv.*

**Gun Lockers**  
*Adanac Security*

**Hats & Head Protection**  
*Guillemot International Inc.*  
*William Scully Ltd*

**Hazmat Equipment**  
*DuPont Canada Inc*  
*Hamisco Industrial Sales*

**Hazmat Handling**  
*Cdn. Ammunition Disposal Serv.*  
*Draeger Safety Canada Ltd*  
*EMebKo Enterprises*  
*Hamisco Industrial Sales*

**Health Care**  
*MedicAlert Foundation Can.*  
*Simon Fraser University*

**Helicopters & Equipment**  
*Airbus Helicopters*  
*Bell Helicopter*  
*Lamda Guard*

**Holsters & Accessories**  
*911 Gear*  
*Case-Tech Leather Inc.*  
*Gray Jay Leather*  
*OtterBox*  
*Summit Canada Distributors*  
*SureFire, LLC*  
*SWS Group*

**ID Holders**  
*Ahearn & Soper*  
*Gray Jay Leather*  
*Polar Pin*

**Identification**  
*SketchCOP Solutions, LLC*

**Identity Management**  
*3M Canada Company*  
*Morpho Canada*

**In-Car Video**  
*247 Security Inc.*  
*Legaltek LX*  
*ProVix Inc*  
*WatchGuard Video*

**Inert Explosive Devices**  
*Securesearch Inc.*

**Investigative Support Services**  
*Investigative Solutions Network*  
*Leica GeoSystems*  
*SketchCOP Solutions, LLC*

**IT / Software**  
*InCube Mobility Solutions*  
*MaestroVision*

**Jewelry**  
*Fisher Space Pen*  
*MedicAlert Foundation Can.*  
*Pride in Service*

**K9**  
*Body Armour Canada*  
*CTOMS Inc.*  
*EMebKo Enterprises*

**Key Control**  
*Visual Planning Corporation*

**Labelling**  
*Artcal Graphics & Screenprinting*  
*Honeywell Sensing & Performance Solutions*

**Legal Services**  
*Williams Family Lawyers*

**License Plate Recognition**  
*3M Canada Company*  
*Integritys Limited*  
*PlateSmart Technologies*

**Lights - Portable**  
*Airstar Canada Inc.*  
*Fenixlight Limited*  
*Pelican Products ULC*  
*PTLights Inc.*  
*SureFire, LLC*  
*Tactical Innovations Canada*

**Loading & Unloading Stations**  
*Summit Canada Distributors*

**Marine Electronics**  
*DBC Marine Safety Systems*  
*Survitech Group*  
*- DBC Marine Safety Systems*

**Medical Information**  
*MedicAlert Foundation Can.*

**Memo Books**  
*911 Gear*

**Triform Business Systems**  
[www.triform.com](http://www.triform.com)  
 Ph: 416 226-6000  
 Email: books@triform.com

**Motorcycles & Supplies**  
*Docs Leathers & Motorcycle Gear*  
*Honda Canada*  
*Zero Motorcycles*

**Narcotics Equipment / Drug Tests**  
*DAVTECH Analytical Service*  
*Draeger Safety Canada Ltd*

**Needs Assessment**  
*CALEA*

**Night Vision Equipment**  
*CruiserCAM Inc*  
*DBC Marine Safety Systems*  
*Henry's Photo & Video*  
*Korth Group*  
*ProVix Inc*  
*Summit Canada Distributors*  
*Survitech Group*  
*- DBC Marine Safety Systems*  
*Wolverine Supplies*

**Office Equipment & Supply**  
*Acklands-Grainger*  
*Panasonic Canada Inc.*  
*Visual Planning Corporation*

**Pens**  
*Fisher Space Pen*  
*SureFire, LLC*

**Photography**  
*Canon Canada Inc.*  
*Henry's Photo & Video*

**Promotional Items**  
*Artcal Graphics & Screenprinting*  
*Fisher Space Pen*  
*Pride in Service*

**Publishers, Books, Printing**  
*Carswell, Thomson Reuters*  
*Georgian College*  
*The Canadian Institute*



**Radar & Speed Equipment**  
*CruiserCAM Inc*  
*DAVTECH Analytical Service*  
*Kustom Signals, Inc.*  
*Laser Technology Inc.*  
*MD Charlton Co. Ltd.*  
*Sigma Safety Corp.*

**Range Supplies**  
*Action Target*



*Kustom Signals, Inc.*

**Recruitment & Selection**  
*Correctional Service of Can.*  
*Georgian College*  
*John E. Reid & Associates, Inc*

**Restraining Devices**  
*Peerless Handcuff Co*

**Riflescopes**  
*Aimpoint Inc*  
*C.R.A.F.M.*  
*Korth Group*  
*Tactical Innovations Canada*  
*Trijicon, Inc.*  
*Vortex Canada*  
*Wolverine Supplies*

**Robots**  
*ProVix Inc*  
*Sigma Safety Corp.*

**Safety & Rescue Equipment**  
*Acklands-Grainger*  
*Argus-Hazco*  
*Code 3/Public Safety Equipment*  
*CTOMS Inc.*  
*Draeger Safety Canada Ltd*  
*Hamisco Industrial Sales*  
*Pelican Products ULC*  
*Prototype Integrated Solutions*  
*SRS Tactical*  
*Wolverine Worldwide/Bates*

**Schools / Institutions**  
*American Military University*  
*B.C. Institute of Technology*  
*CPKN*  
*Dalhousie University*  
*Durham College*  
*Eastern College*  
*Georgian College*  
*Humber College*  
*John E. Reid & Associates, Inc*  
*Justice Institute of B.C.*  
*Lethbridge College*  
*Niagara University*  
*Osgoode Pro. Development*  
*Royal Roads University*



*University of Guelph*  
*University of Guelph-Humber*

**Security - Consulting & Systems**  
*Civic Protection Institute*

Commissionaires  
G4S Canada  
Securitas Canada

**Security – Identification**  
Posh Mfg Ltd

**Security – Penal Institutions**  
SWS Group

**Security – Perimeter**  
Bosik Technologies Ltd  
Commissionaires  
Morpho Canada  
Securitas Canada

**Security – Products**  
Fenixlight Limited  
G4S Canada  
Morpho Canada  
Panasonic Canada Inc.  
Pro-gard Products, LLC  
Securesearch Inc.  
SWS Group

**Security – Services**  
Civic Protection Institute  
G4S Canada  
Securitas Canada

**Security – Training**  
American Military University  
Commissionaires  
ProTraining  
Securesearch Inc.  
Securitas Canada

**Sirens & Emergency Lighting**  
Apex Soundoff Signal  
Provix Inc  
SoundOff Signal

**Souvenirs**  
The Mountie Shop

**Sporting/Hunting**  
Fenixlight Limited

**Surveillance**  
Ahearn & Soper  
Geofeedia  
MaestroVision  
Threat4 Ltd

**Switches & Control Systems**  
SoundOff Signal

**Tactical Team Equipment**  
5.11 Tactical  
Aimpoint Inc  
Bosik Technologies Ltd  
Cdn. Ammunition Disposal Serv.  
CanCom Sales Inc.  
CIMA LTCI Corporation  
Clauma Inc.  
Corporate Security Supply Ltd  
FNH USA LLC  
Guillemot International Inc.  
Instant Amor  
Peacekeeper Products  
Prefair, Imrico Lid  
Tac Wear Inc

**Thermal Imaging**  
DBC Marine Safety Systems  
Draeger Safety Canada Ltd  
Korth Group  
Provix Inc  
Summit Canada Distributors  
Survitech Group  
- DBC Marine Safety Systems  
Wolverine Supplies

**Traffic Control**  
Commissionaires

**Training Courses & Services**  
American Military University



Canadian Critical Incident Inc  
CPKN  
Eastern College  
FBI-LEEDA  
Investigative Solutions Network  
John E. Reid & Associates, Inc  
L-3 Communications  
Ont. Motor Vehicle Ind. Council  
Ont. Tactical Advisory Body  
Osgoode Pro. Development  
ProTraining  
SketchCop Solutions, LLC  
The Canadian Institute  
Ultimate 911

**Trauma Scene Cleaning**  
EMebKo Enterprises

**Uniforms & Accessories**  
5.11 Tactical  
911 Gear  
CIMA LTCI Corporation  
Fechheimer Brothers  
Guillemot International Inc.  
L&M Highland  
MD Charlton Co. Ltd.  
Stokes International  
Supply Sergeant  
William Scully Ltd

**UAV and Training**  
Aeryon Labs  
Cobb UAS

**Vehicles – Accessories**  
Acklands-Grainger  
D and R Electronics  
Ford Fleet Canada  
Pro-gard Products, LLC  
WatchGuard Video

**Vehicles – Fleet**  
Artcal Graphics & Screenprinting  
Bombardier  
FCA Canada Inc.  
Ford Fleet Canada  
Lamda Guard

**Vehicles – Lightbars**  
Apex Soundoff Signal  
Code 3/Public Safety Equipment  
SoundOff Signal

**Vehicles – Manufacturer**  
Bombardier  
Ford Fleet Canada  
Honda Canada



**Vehicles – Off Road**  
Bombardier

**Vehicles – Specialty**  
Bombardier  
Ford Fleet Canada  
Terradyne Armoured Vehicles

**Vehicles – Tracking Equipment**  
Laser Technology Inc.

**Video – Mobile & Surveillance**  
247 Security Inc.

Ahearn & Soper  
Canon Canada Inc.  
CruiserCAM Inc  
Henry's Photo & Video  
Integrys Limited  
Kustom Signals, Inc.  
MaestroVision  
Ocean Systems



WatchGuard Video

**Video – Training**  
ProTraining  
The Canadian Institute

**Voice Logging Systems**  
CVDS Inc.

**Weapons – Accessories**  
Aimpoint Inc  
Colt Canada  
Fenixlight Limited  
Glock Inc  
Korth Group  
Stoeger Canada (1990) Ltd  
Summit Canada Distributors  
Target Sports (Shooting Edge)  
Wolverine Supplies

**Weapons – Non-Lethal**  
Dummies Unlimited  
FNH USA LLC  
Korth Group  
Peacekeeper Products  
TASER International Inc.

**Weapons – Security**  
Stoeger Canada (1990) Ltd

**Weapons – Training**  
CAPS Inc  
Colt Canada  
CTTA  
Dummies Unlimited  
FNH USA LLC  
Laser Shot  
Peacekeeper Products  
Savage Range Systems  
Smith & Wesson  
Target Sports (Shooting Edge)

**Wireless Communications**  
CanCom Sales Inc.  
Glentel

**Workforce Management**  
CALEA  
Hexagon & Safety Infrastructure  
InCube Mobility Solutions  
OSLSolutions

## #

247 Security Inc.  
Mississauga, ON  
866-693-7492  
www.247securityinc.com

3M Canada Company  
London, ON  
800-267-4414  
www.3m.ca/lawenforcement

5.11 Tactical  
Modesto, CA  
209-527-4511  
www.511tactical.com

911 Gear  
Markham, ON  
905-205-0074  
www.911gear.ca

## A

Absolute Data Destruction Inc  
Toronto, ON  
416-742-7444  
www.absolutdatadestruction.ca

Accident Support Services Int.  
Toronto, ON  
416-745-3301  
www.accsupport.com

Acklands-Grainger  
Richmond Hill, ON  
905-731-5516  
www.acklandsgrainger.com

Action Target  
Provo, UT  
801-377-8033  
www.actiontarget.com

Adanac Security  
Barrie, ON  
800-461-9610  
www.adanacsecurity.com

Aeryon Labs  
Waterloo, ON  
519-489-6726  
www.aeryon.com

Ahearn & Soper  
Toronto, ON  
800-263-4258  
www.ahearn.com

Aimpoint Inc  
Chantilly, VA  
703-263-9795  
www.aimpoint.com

Airbus Helicopters  
Fort Erie, ON  
800-267-4999  
www.eurocopter.com

Airstar Canada Inc.  
Toronto, ON  
416-919-9498  
www.airstarcanada.com

American Military University  
Manassas, VA  
304-919-9051  
www.amu.apus.edu

Apex Soundoff Signal  
Hudsonville, MI  
800-338-7337  
www.soundoffsignal.com

Argus-Hazco  
Mississauga, ON  
800-332-0435  
argus-hazco.com

Artcal Graphics  
London, ON  
519-453-6010  
www.artcal.com

## B

Bell Helicopter  
Mirabel, QC  
450-437-2763  
www.bellhelicopter.textron.com

BioPed  
Oakville, ON  
866-424-6733  
www.bioped.com

BlackBerry  
Waterloo, ON  
519-888-7465  
www.rim.com

Blue Line Magazine  
Markham, ON  
905-640-3048  
www.blueline.ca

Body Armour Canada  
Whitby, ON  
289-314-7900  
www.bodyarmourcanada.com

Bombardier Recreational Product  
Sherbrooke, QC  
819-566-3356  
www.brp.com

Bosik Technologies Ltd  
Ottawa, ON  
613-822-8898  
www.bosik.com

Brake Parts Inc  
McHenry, IL  
800-323-0354  
www.RelyOnRaybestos.com

British Columbia Institute of Technology  
Burnaby, BC  
604-432-8547  
www.bcit.ca/study/programs/forensics

## C

C.R.A.F.M.  
Montréal, QC  
514-635-4867  
www.crafm.com

Canadian Ammunition Disposal  
Services (CADS)  
Hamilton, ON  
905-977-9899  
www.cadsammunitiondisposal.com

Canadian Blood Services  
Toronto, ON  
416-681-5719  
www.blood.ca

Canadian Critical Incident Inc  
Toronto, ON  
289-387-3250  
www.canadiancriticalincident.com

CanCom Sales Inc.  
705-326-5677  
www.cancomradioaccessories.com

Canon Canada Inc.  
Mississauga, ON  
416-418-3420  
www.canon

CAPS Inc  
Kirkland, QC  
866-559-8591  
www.caps-inc.com

Carswell, a Thomson Reuters business  
Toronto, ON  
416-609-8000  
www.carswell.com

Cartovista (DBX Geomatics)  
Gatineau, QC  
819-772-2000  
www.cartovista.co

Case-Tech Leather Inc.  
Oakville, ON  
905-842-8294  
www.case-tech.com

CIMA LTCI Corporation  
Montréal, QC  
514-596-0327  
www.cimaltci.com

Civic Protection Institute  
Toronto, ON  
647-501-7576  
www.civicprotectioninstitute.org

Clauma Inc.  
Sainte-Julie, QC  
450-922-0424  
www.clauma.ca

Cobb UAS  
Poolesville, MD  
240-489-1UAS  
www.cobbuas.com

Code 3/Public Safety Equipment  
Saint Louis, MO  
314-426-2700  
www.code3pse.com

Cognitec, Inc.  
Rockland, MA  
781-616-0600  
www.cognitec.com

Colt Canada  
Kitchener, ON  
519-893-6840  
www.coltcanada.com

Commission on Accreditation for Law  
Enforcement Agencies, (CALEA)  
Gainesville, VA  
703-352-4225  
www.calea.org

Commissionaires  
Ottawa, ON  
877-322-6777  
commissionaires.ca

Constable Cigar Co  
Grand Valley, ON  
519-928-2487  
www.policepride.com

Cornerstone Mediation  
Mississauga, ON  
905-567-6833  
www.cornerstone-mediation.com

Corporate Security Supply Ltd  
Winnipeg, MB  
800-563-5566  
www.corporatesupply.ca

Correctional Service of Canada  
Ottawa, ON  
613-996-5891  
www.csc-scc.gc.ca

CPKN - Cdn. Police Knowledge Network  
Charlottetown, PE  
902-629-4278  
www.cpkn.ca

CRd Distribution  
London, ON  
877-974-3678  
www.creddistribution.ca

CruiserCAM Inc  
Redcliff, AB  
403-581-9295  
www.cruisercam.ca

CSI Forensics  
Saint Catharines, ON  
905-325-3505  
www.csiforensics.ca

CTOMS Inc.  
Edmonton, AB  
780-469-6106  
www.ctoms.ca

CTTA - Cdn. Tactical Training Academy  
Montreal, QC  
514-373-8411  
www.ctta-global.com

Cummins Allison ULC  
Mississauga, ON  
800-499-6191  
www.cumminsallison.ca

CVDS Inc.  
Pointe-Claire, QC  
514-426-7879  
www.cvds.com

**D**  
D and R Electronics  
905-951-9997  
www.dandrelectronics.com

Dalhousie University  
Halifax, NS  
800-565-8867  
www.dal.ce/cce

Datalux Direct  
Winchester, VA  
800-328-2589  
www.datalux.com

DAVTECH Analytical Service (Canada)  
Ottawa, ON  
613-831-6009  
www.Davtech.ca

DBC Marine Safety Systems Ltd.  
Delta, BC  
604-278-3221  
www.dbcmarine.com

Docs Leathers and Motorcycle Gear  
Toronto, ON  
416-504-8888  
www.docisleathers.com

Draeger Safety Canada Ltd  
Mississauga, ON  
905-212-6000  
www.draeger.com

Dristex  
Longueuil, QC  
450-676-8118  
www.dristex.com

Dummies Unlimited  
Pomona, CA  
909-392-7502  
www.dummiesunlimited.com

DuPont Canada Inc  
Mississauga, ON  
416-443-9398  
www.personalprotection.dupont.ca

Durham College  
Oshawa, ON  
905-721-2000  
www.durhamcollege.ca/cijs

**E**  
Eastern College  
Saint John, NB  
506-633-5166  
www.easterncollege.ca

EMebKo Enterprises  
Prince George, BC  
888-828-1822  
www.emebko.com/law

**F**  
Face Forensics Inc.  
Victoria, BC  
604-727-1767  
www.faceforensics.com

FBI-LEEDA  
Malvern, PA  
877-772-7712  
www.fbileeda.org

FCA Canada Inc.  
Mississauga, ON  
800-463-3600  
www.fleet.fcacanada.ca

Fechheimer Brothers  
Cincinnati, OH  
800-543-1939  
www.fechheimer.com

Fenixlight Limited  
Shenzhen, Guangdong  
86075529631163  
www.fenixlight.com

First Tactical Inc.  
Modesto, CA  
855-665-3410  
www.firsttactical.com.

Fisher Space Pen  
Cobourg, ON  
905-752-2020  
www.spacepen.ca

FNH USA LLC  
McLean, VA  
703-288-3500  
www.fnhusa.com

Ford Fleet Canada  
Oakville, ON  
905-845-2511  
www.fleet.ford.ca

Forensic Art by Diana Trepkov  
Ajax, ON  
647-522-9660  
www.forensicsbydiana.com

FORTLOG Services  
Ottawa, ON  
613-799-1050  
www.fortlog.org

**G**  
G4S Canada  
Toronto, ON  
888-717-4447  
www.g4s.ca

Geofeedia  
Chicago, IL  
312-724-8900  
www.geofeedia.com

Georgian College  
Barrie, ON  
705-325-2740  
www.georgianc.on.ca

Glentel  
Burnaby, BC  
800-GLENTEL  
www.glentel.com

Glock Inc  
Smyrna, GA  
770-432-1202  
www.glock.com

Gray Jay Leather  
Regina, SK  
306-545-1028  
www.grayjayleather.com

Guillemot International Inc.  
Québec City, QC  
888-811-2952  
www.guillemotinc.com

**H**  
Hamisco Industrial Sales  
London, ON  
519-652-9800  
www.hamisco.com

Health IM  
Kitchener, ON  
519-835-8200  
www.healthim.com

Henry's Photo & Video  
Toronto, ON  
800-461-7960  
www.henrys.com

Hexagon & Safety Infrastructure  
Mississauga, ON  
905-812-9755  
www.intergraph.ca

Homewood Health Centre  
Guelph, ON  
519-824-1010  
www.homewood.org

Honda Canada  
Markham, ON  
888-946-6329  
www.honda.ca/HondaCorp

Honeywell Sensing & Performance  
Solutions  
Mississauga, ON  
800-268-6936  
www.honeywellaidc.com

Humber College  
Toronto, ON  
416-798-1331  
www.communityservices.humber.ca

**I**  
iGO Electric Bikes  
Montreal, QC  
514-637-2365  
www.igoelectric.com

ImaginArt Signs  
Windsor, ON  
519-739-6073  
www.imaginartsigns.com

Impact Cases Inc.  
Markham, ON  
905-470-7888  
www.impactcases.com

Impulse Group Inc  
Pickering, ON  
905-837-0599  
www.impulsegroup.ca

InCube Mobility Solutions  
Oakville, ON  
905-465-9696  
www.e-incube.ca

Instant Amor  
Simi Valley, CA  
805-526-3046  
www.instantarmor.com

Integrus Limited  
Mississauga, ON  
905-502-2071  
www.integrus.com

International Association for Property  
& Evidence  
Burbank, CA  
818-846-2926  
www.IAPE.org

International Police Association  
Toronto, ON  
www.ipa.ca

Investigative Solutions Network Inc.  
Pickering, ON  
905-421-0046  
www.investigativesolutions.ca

Investors Group - Dave Collins  
Grimsby, ON  
905-517-4214  
www.investorsgroup.com

Investors Group - Lucienne Croghan  
Burlington, ON  
416-803-2043  
www.investorsgroup.com

Investors Group - Shaun Muldoon  
Grande Prairie, AB  
780-532-3366  
www.investorsgroup.com

**J**  
John E. Reid & Associates, Inc  
Chicago, IL  
800-255-5747  
www.reid.com

Justice Institute of British Columbia  
New Westminster, BC  
604-528-5809  
www.jibc.ca/emergency



## K

Korth Group  
Okotoks, AB  
403-938-3255  
www.korthgroup.com

Kustom Signals, Inc.  
Lenexa, KS  
800-458-7866  
www.KustomSignals.com

## L

L&M Highland  
Dartmouth, NS  
902-802-6735  
www.landmhighland.com

L-3 Communications  
New York, NY  
212-697-1111  
www.l-3com.com

Lamda Guard  
Dartmouth, NS  
902-482-5729  
www.lamdaguard.com

Laser Shot  
Stafford, TX  
678-625-1821  
www.lasershot.com

Laser Technology Inc.  
Centennial, CO  
303-649-1000  
www.lasertech.com

Legaltek LX  
Anaheim, CA  
714-321-9200  
legaltekx.com

Leica GeoSystems  
Toronto, ON  
416-497-2460  
www.leica-geosystems.com

Lenbrook Group  
Pickering, ON  
905-831-6333  
www.lenbrook.com

Lethbridge College  
Lethbridge, AB  
403-320-3489  
www.lethbridgecollege.ab.ca

Lexis Nexis  
Markham, ON  
905-479-2665  
www.lexisnexis.ca

LifeRaft  
Halifax, NS  
888-318-5105  
www.socialliferaft.com

## M

MaestroVision  
Vaudreuil-Dorion, QC  
888-424-5505  
www.maestrovision.com

Mag Instrument Inc.  
La Grange Park, IL  
909-947-1006  
www.maglite.com

MD Charlton Co. Ltd.  
Burnaby, BC  
250-652-5266  
www.mdcharlton.ca

MediaSolv Corp  
Herdon, VA  
571-748-5100  
www.mediasolvcorp.com

MedicAlert Foundation Canada  
Toronto, ON  
416-696-0142  
www.medicalert.ca/en/index.asp

Meggitt Training Systems  
Montreal, QC  
514-339-9938  
www.meggitttrainingsystems.com

Mitsubishi Motor Sales of Canada  
Mississauga, ON  
905-214-6000  
www.mitsubishi-motors.ca

Mobile Innovations  
Niagara Falls, ON  
416-889-9997  
www.mobinnoco.com

Morpho Canada  
Montreal, QC  
514-664-1168  
www.morpho.com

My Court Calendar  
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## LED flares offer a safe alternative

by Elvin Klassen

First responders rely on burning chemical flares every day to illuminate emergency situations and warn passers by of imminent danger.

Chemical flares are expensive, dangerous and use carcinogenic chemicals, according to Safety Shine Technologies of Surrey, British Columbia, which produces LED flares that are shining a light on this roadside problem. Visible from one kilometre away, they are bright, durable, work in all weather conditions and are reusable.

Owner Hector Nebrijo highlighted his product on the Nov. 25 episode of the CBC Television program *Dragons' Den*. The *Dragons* liked his product and all agreed it has potential for emergency situations, camping and other uses but turned down the opportunity to invest \$135,000 for 45 per cent of the company.

To emphasize the durability of his product, Nebrijo threw a flare on the floor in the Den. One Dragon hurled another hard at the cement floor. Both bright beacons continued to shine despite the abuse.

The electronic flares come in a choice of red, white, blue or amber and can produce either a continuous, slow or rapidly flashing light. A newly designed flare will alternately emit both a blue and red light if desired for police use.

The two D batteries in each flare will operate for 60 to 80 hours depending on the light setting. Each flare has a Fresnel lens designed to emit maximum light at angles of 15 and 10.5 degrees to get the attention of



drivers and helicopter pilots. The lens reduces the amount of material required compared to a conventional lens by dividing it into a set of concentric annular sections.

Each unit also has a 3.5 cm. reflective section around the body. The switch is mounted flush with the unit body to prevent it from accidentally turning off if bumped.

Each flare comes equipped with a heavy steel-reinforced removable base that will not topple in high winds. Alternately, a removable pointed base is included so that it can be inserted into the top of a traffic cone.

A kit of five LED Electronic Road Flares and 5 rubber bases / Traffic cone attachments in a red carry-all bag sells for

about \$280. This works out to about 1.6 cents per hour over a five year period (or 100,000 hours LED's life), Nebrijo says. He compares that to the \$10 to \$20 each cost of conventional flares, which can only be used once.

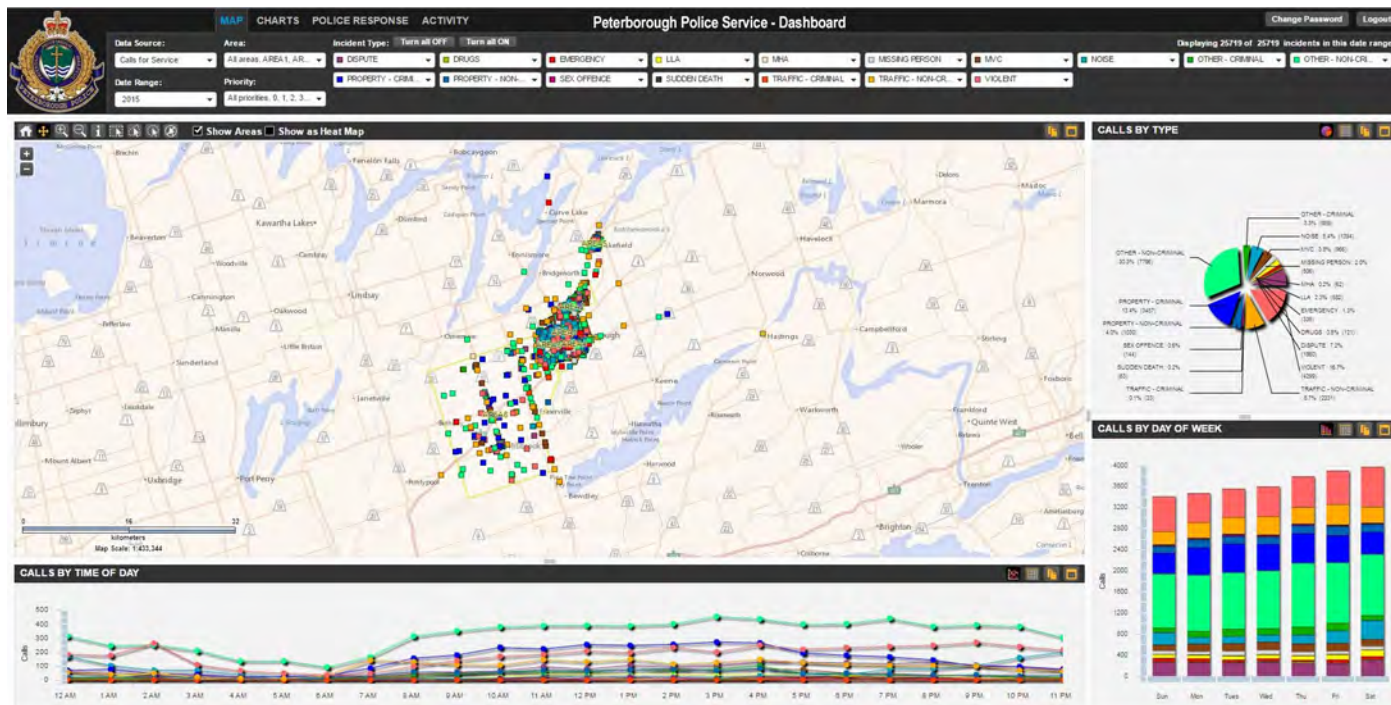
Calgary and Vancouver police use the flares and the RCMP has bought 200 kits, says Nebrijo, who immigrated to Canada in 2002 from Columbia and notes he only had two bags with his family belongings when he arrived.

George Francom appeared with Nebrijo on the *Dragon's Den*. He invented the flares and looks after quality control.

Visit [safetyshine.com](http://safetyshine.com) for more information.



by Tom Rataj



## Live operational data anyone can access

Policing has become increasingly intensive in terms of data collection, analysis and exploitation over the past decade or two. Police services, especially larger ones, spend substantial amounts of time, effort and ultimately money, collecting, storing and analyzing data on many facets of their operations.

Unfortunately, much of that data often remains trapped within large databases. Finding the information people need is often a time-consuming and complex process. Unlocking the value is also often an after-the-fact undertaking. Critical information becomes stale by the time it's available, reducing its value.

One of my monthly tasks working in the Toronto Police District Planning office in the early 90s was to prepare a budget analysis report for the superintendent.

Because the data was stored in an old mainframe computer, the only way to access it was to request a report. All 50 to 60 double-sided pages had to be output on the mainframe designated printer in another office across the hall, even though I only needed a few pages covering a small number of budgets, such as overtime and court costs.

After waiting up to 30 minutes for the report to arrive and be printed, I then had to search for the pages I needed and manually transpose the required information into an Excel spreadsheet template that I had created.

Beyond all the work and wasted paper, the biggest problem was that the budget numbers were already a few weeks old, reducing their value. Fortunately, this kind of archaic process is long gone for many such tasks.

Unfortunately, when it comes to accessing and analyzing crime data and other operational information, a certain degree of specialized training and software is often still required. There are few tools which allow the average officer or manager to access and analyze data.

An investigator typically has to work with the crime analyst to find information and linkages between information potentially relevant to an investigation. Since the analyst typically works only day shift, Monday through Friday, progress is often slowed.

Managers requiring staffing, operational and budget numbers also have to rely on an analyst of some kind to extract the data they need, again causing a delay. Many soft dollar person-hours are squandered while they search for and try to access data.

The Peterborough Police Service (PPS) recently began using a very effective live data-access product called Executive Dashboard, which solves some of these problems.

A collaboration between the PPS and MDSP Consulting, the product uses the CartoVista software from DBx GEOMATICS Inc. This multi-platform program uses HTML5 and

Flash so it works across all web-browsers on desktop, laptop/mobile and tablet computers as well as smartphones.

The PPS installation is available for all police personnel, from street officers up through D/Chief Tim Farquharson and Chief Murray Rodd.

### Graphical user interface

The application is simple to use, providing graphic views of data and allowing individual users to interact with and customize it to their unique needs. The graphical elements provide linkages back to the actual data that they represent on maps and charts, so users can quickly get an idea of what is happening and where, and then drill-down to read the details.

It has a live connection to both the PPS Intergraph Computer Aided Dispatch (CAD) system and NICHE Records Management System (RMS), so the information is always fresh.

The simple interface makes it easy for users to access and interact with data by simply pointing and clicking in the areas of the application from which they want information.

The home page has four tabs that run horizontally across the top of the screen; maps, charts, police response and activity. The next section provides controls that allow users to filter the data by a wide variety of criteria.

Since CAD and RMS data will always



present different information about policing operations, the first available filter switches between these two unique sources. A call-for-service in the CAD system may start out as a noise complaint and end up being recorded in the RMS as a far more serious incident. The ability to view calls-for-service information in its different contexts is important in many ways.

Additional filters include control over date ranges such as month, quarter and year, patrol areas, call-priority classifications and a list of 17 types of events, including criminal, drug, provincial, municipal, traffic offences and other types of calls-for-service/events.

All filters can be controlled, allowing the user to see just the data they are looking for without having to wade through mountains of irrelevant information.

The remainder of the home screen is dominated by a large map window which plots the locations of calls-for-service or reports, depending on which filter has been applied. There are three additional smaller windows that use graphs to display calls by type, time of day and day of week.

The four windows are all interactive, allowing users to manipulate and customize how the data is presented to quickly see what's happening, where and when, and find the details they need.

In the map window, data points for calls-for-service/events are displayed. Users can zoom in or out on the map and also select an area of interest with a square, radius or free-form selection tool.

Individual data points on the map represent CAD or RMS data; clicking provides access to the event data. Depending on filters applied, customised data displays can be created for any requirement. Views can be exported as images and data can be exported for further manipulation in Excel and other programs.

#### Personal crime analysis tool

An officer on the road can, for example, quickly see all the B&E calls or just those in a particular area or neighbourhood, filtered by several additional criteria. This transforms the Executive Dashboard into a decent basic self-serve personal crime analysis tool.

By default the map window shows data points but can also display information in a heat-map, allowing data to be seen in a different dimension.

A long wide window across the bottom of the main screen displays calls-for-service by time of day so any user can quickly see the ebb and flow of service-demands.

Two smaller square windows are on the right side of the screen. The first displays calls-by-type in a labelled exploded pie chart, while the second display calls-by-day in a stacked bar-chart. Again, at a glance these two windows show an overview of what's going on.

The Executive Dashboard product does an excellent job of providing access to live operational data, allowing individual users to massage the information to meet their individual requirements.

#### Quick answers

At a presentation back in November 2015, Rodd explained how this product helps

his service by providing timely and accurate information to improve accountability to both the police services board and the community at large, "to justify and support why we need what we have..."

"Tools like this give us answers quickly in a timely fashion without having to go to internal subject matter experts for a report... this tool also gives our front line officers the ability to be their own crime analyst."

For more information, visit [www.peterboroughpolice.com](http://www.peterboroughpolice.com), [www.mdspconsulting.com](http://www.mdspconsulting.com) and [www.cartovista.com](http://www.cartovista.com).

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# PRIDE AT A PRICE... *doing the right thing*



Sexual orientation and gender identity are important aspects of an individual's well-being, for better or worse. For better, sexual attraction to another is healthy and adaptive, whether the other individual is the same or another gender.

Having confidence and pride in one's identity, in all respects, is also a hallmark of health. Having support and acceptance from others relating to sexual orientation and gender identity is also vital for well-being. We are social beings and a sense of belonging is a fundamental need.

Unfortunately, not everyone is accepting or supportive of others' sexual orientations or gender identities. Sometimes the rejection and judgment is directly aimed at individuals, with ridiculing comments, demeaning questions and cruel micro aggressions. (The term micro aggressions refers to discriminatory behaviour targeting socially marginalized groups.)

Other times the rejection and judgment is less direct, such as by telling jokes or stories about others' sexual orientations or gender identities, but are still offensive and hurtful to the individual whose sexual orientation or gender identity is being attacked. Making matters worse, when a person responds with distress due to being judged or mistreated by others, their normal reaction of distress becomes the "proof" to others that the person is compromised in some way, resulting in further stigmatization and mistreatment. This, in turn, worsens their distress. It is a vicious cycle.

I want you to imagine for a moment that your sexual orientation has been deemed unacceptable by your family, friends, co-workers and society. You are now being pressured to be attracted to a different gender. Seriously, think about it for a moment. How do you feel? How will you manage this conflict within you? As you can now imagine, feeling this kind of pressure can create a host of mental health issues - low self-esteem, anxiety, depression, interpersonal difficulties, to name but a few.

You can redo this mental exercise with your gender identity if you were born a male, you must now be a female even if you don't want to be. Deep down you identify as male but cannot freely be what you are due to the stigma attached to you embracing this identity. This is the agony that a person with gender dysphoria suffers.

Now let's try imagining a different scenario. Your family, friends, co-workers and society accept you as you are. You can openly be attracted to who attracts you and be the gender that you know you are. What a liberating scenario!

You do not have to be conflicted about how you will be in the presence of others because you don't have to fear judgement and rejection.

The likelihood of developing low self-esteem, anxiety, depression, or interpersonal difficulties relating to your sexual orientation or gender identity is virtually nonexistent now.

The traditional police culture makes it especially difficult if you are a LGBTQ police officer. Traditional police culture has a very

strong push for conformity and tends to favour a very masculine persona. This may encourage more judgement and pressure to conform to this notion of the ideal police officer.

Tragically, research shows that LGBTQ police officers are not treated fairly in the workplace, have to prove themselves more than others, and are still being denied career advancement opportunities.<sup>1</sup> For this reason, as well as treatment by co-workers, LGBTQ police officers may not reveal their orientation or identity in the workplace.

A recent and very interesting study of LGBTQ officers was conducted by Joe Couto of Royal Roads University.<sup>2</sup> Couto found that participants felt that despite the conservative police culture, there was less pressure now to conform to a traditional macho police role. Participants spoke of the progress in recent years made by police agencies in embracing diversity.

Participants, however, indicated that homophobic comments were still made, and worse yet, tolerated by supervisors. Sadly, these comments led some officers to feel they had to hide their sexuality in the workplace. This was especially true for gay males.

Participants in Couto's study suggested that teaching officers about diversity instead of punishing them for discriminatory harassment reflects the agency's tolerance of such discriminatory practices.

The take home message I draw from reading Couto's study and my own work with LGBTQ first responders is that there

are ways that fellow officers and supervisors can either enhance the well-being of their LGBTQ officers or harm it. Harmful behaviours include making insensitive jokes or comments and being complicit with these shameful behaviours by others. Not saying anything, or worse yet, laughing implies that you agree with these homophobic judgments, even if you don't.

If you are a supervisor, you have the opportunity to condemn these behaviours and support your officer(s). Even if you are not a supervisor, you can let others know that their behaviour is not okay. This might put you at odds with the offending officer(s) but the alternative scenario is having to live with the regret of not doing the right thing for a colleague.

As police officers, you know that doing the right thing is not always easy but it is the most honourable and compassionate choice.

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# Arrest grounds depend on all circumstances

In a two to one decision, Newfoundland's top court has upheld the arrest of a driver after a police officer saw a knife positioned nearby.

In *R. v. Diamond, 2015 NLCA 60* a police officer stopped a pick-up truck at 12:55 am on a remote road, for travelling 80 km/h in a 50 zone. He radioed in the license number and was advised to be cautious because the registered owner had earlier been arrested for drugs and had a scanner and knife.

The officer saw a police scanner above the driver-side window visor as he approached the vehicle and noted the truck was higher than usual because it had large tires and a suspension lift. When asked for his driver's license and registration, Diamond checked his window visor but could not find it. The officer asked him to check the glove box. When Diamond leaned over, the officer saw some money he had been sitting on.

The officer, with at least part of his head and hand through the open window, shone his flashlight on "an unsheathed hunting type knife within Diamond's reach next to the driver-side door. Diamond was arrested for possessing a weapon dangerous to the public peace and was placed in handcuffs and patted-down at the roadside. A small bag of cocaine fell from his clothing.

Diamond was advised of his right to counsel, which he declined, and given the standard police caution. Another 28 small bags totaling 12 grams of cocaine was discovered during a subsequent strip-search at the police station. Diamond was charged with possessing cocaine for the purpose of trafficking and possessing a weapon dangerous to the public peace.

In Newfoundland and Labrador Provincial Court, Diamond argued that his rights under ss. 8 and 9 of the Charter were breached. In his view, the act of the officer leaning his head in the truck and shining his flashlight constituted a warrantless search without sufficient grounds to do so. He submitted the officer's conduct was "quite egregious" and a "ruse" but the judge disagreed.

The initial stop was not a ruse to justify a drug or weapon search, the judge found. Diamond was driving 30 km/h over the speed limit. Dispatch told him to exercise caution.

"Police work is a dangerous job, particularly when one is unaccompanied in the dead of night," said the judge. "Vehicles are capable of transporting weapons, armaments and contraband."

Although Diamond had an expectation of privacy while operating his vehicle, it was a reduced one, and the officer's inspection of the truck cab did not amount to a search.

*Where speed is a factor, the officer must be attentive to the possibility of impairment by alcohol or drugs. Where one is alerted to the possibility of the presence of a knife, one might also be expected to rotate one's flashlight around to check the environment. This was not an open convertible or sports car which the officer could survey from above.*

*In order to view the vehicle in a proper manner to address the concern of impairment or personal safety around the possible presence of a weapon, the skills of a gymnast were not needed. Nonetheless, the height of the vehicle required the head of the officer and the flashlight to minimally enter the open window area and the knife was seen immediately.*

The knife was in plain view and seeing it was inadvertent. "The officer did not expect to find a knife," said the judge.

"All the officer did was a routine scan of the vehicle with his flashlight as he had to do in that place and that circumstance and the physical dimensions of the vehicle required a minimal insertion of head, hand and flashlight far enough through the open window to allow a view of this large knife, unsheathed and available for ready use in the lower door compartment on the driver's side of the truck."

The judge found the officer had the necessary reasonable grounds to justify an arrest under s. 495(1) of the Criminal Code for possessing a weapon for a purpose dangerous to the public peace. The searches that uncovered

the cocaine were therefore reasonable. Diamond was convicted of both charges.

Diamond challenged his convictions before the Newfoundland and Labrador Court of Appeal.

## A search?

Justice Harington, speaking for the majority, noted that there was "a significant amount of jurisprudence affirming that a police officer may use a flashlight at night to observe activities or objects inside vehicles." He then concluded that the officer's visual inspection of the cab's interior in this case did not amount to a search.

*The judge found that the officer minimally inserted his head and a hand holding a flashlight inside the vehicle only briefly, to assess his immediate surroundings for his own safety... This minimal intrusion was necessary due to the height of the truck. I agree with his finding that this did not constitute a search [para. 18].*

As well, the plain view doctrine applied. The officer was in a lawful position from which to view the unsheathed knife in the course of a lawful visual inspection of the truck.

## A lawful arrest?

The majority of the appeal court also agreed that Diamond's arrest was lawful. The officer had the required subjective belief (as Diamond conceded) that was objectively reasonable in the circumstances. The totality of the circumstances not only included the presence of the knife but also the following:

- (i) *The knife was located on the driver's side, where it would be most easily accessible;*
- (ii) *It was unsheathed. If the knife was related to illegal drug activity, it would be advantageous to have it unsheathed for quicker access;*
- (iii) *Involvement in the drug trade can be a motive to carry a weapon for a purpose dangerous to the public;*
- (iv) *The officer knew the [accused] had previously been arrested for possession of drugs;*



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# Secondary purpose didn't taint stop legality

- (v) The [accused] was carrying a machete type knife when he was last arrested for possession of drugs;
- (vi) The [accused's] vehicle was carrying a police scanner. That is a known drug-trafficking accessory; and
- (vii) The [accused] was carrying a police scanner the last time he was arrested for possession of drugs.

The majority did offer this caution:

*I am not suggesting that, in every instance when an unsheathed knife is located in a door pocket beside the driver of a vehicle, this would be the basis for arresting the driver for possession of a weapon dangerous to the public peace. It is the confluence of circumstances that supports the arrest for that offence in this case.*

*The officer had been warned to proceed with caution since the owner of the vehicle had previously been charged with drug offences and, at the time, he had had a knife. The officer was alone on a rural road at 12:55 a.m. The officer saw that the [accused] had been sitting on an amount of money which was visible when he leaned over to open the glove box.*

*In the circumstances, he reasonably suspected the involvement of drugs which alerted him to the possibility that the knife was intended for a use dangerous to the public peace, including to himself [para. 21].*

Since the arrest was lawful, the seizure of the cocaine was justifiable incidental to the accused's arrest. Diamond's appeal was dismissed.



Having another purpose unrelated to highway safety does not necessarily render a traffic stop unlawful.

In *R. v. Shipley*, 2015 ONCA 914, a uniformed police officer working nightshift in a high drug trafficking area saw a car at 9:48 PM stopped diagonal to the marked parking spots in a Royal Bank lot. The car's interior lights

were on and the driver was alone looking down as if doing something on his lap.

The driver appeared startled when he looked up and saw the officer, "like a deer caught in the headlights." The officer did a U-turn to go back and investigate why he was in the empty bank parking lot, at night, parked strangely, with the interior lights on and why

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he would be startled upon seeing police.

The car left the lot, turning in the opposite direction. The officer did another U-turn and followed the vehicle, entered the license number into his computer, and learned it was a rental vehicle.

The officer pulled the car over and approached the driver, asking to see the vehicle's documentation and the driver's license. Shipley identified himself as Stephen Casey and told the officer he was licensed but did not have it with him, nor was he able to produce any photo identification.

When the officer ran "Casey" on CPIC it came back as an alias to Stephen Shipley, who was on bail for outstanding drug related offences. The computer entry produced a 4x4 photograph of Shipley. To confirm the driver's identity, the officer asked him to walk back to the cruiser. When Shipley complied and stepped out of his car, the officer noticed a number of plastic bags containing a white substance on the driver's door and a further plastic bag with a white rock in it on the passenger seat.

Shipley was arrested for possessing cocaine and was patted down. Police found \$450 in various pockets, \$25 and a dime bag of cocaine in his wallet and a black cell phone. A search of the car uncovered the plastic bags of cocaine from the front of the vehicle, a baby seat in the rear with bags of cocaine partially hidden in the cloth portion, another cell phone,

a digital scale with white residue on it, marijuana seeds and latex gloves.

Shipley was strip searched in a private area of the police station but no drugs were found on his person or in his clothes. He was charged with possessing cocaine for the purpose of trafficking and possessing proceeds of crime not exceeding \$5,000.

In the Ontario Superior Court, the officer admitted in cross examination that a rental car is often used in drug trafficking. Drug involvement by the driver was one of a number of possibilities going through his mind when he decided to stop the vehicle and investigate further. Shipley argued that the officer did not have grounds to stop him, order him out of the car and then search the vehicle. In his view, the stop was clearly a ruse based on a hunch that drugs were involved.

Since the vehicle stop was unlawful, so was the search of his car, his person and the strip search that followed. He submitted that any evidence found should be excluded under s.24(2) of the Charter.

The Crown, on the other hand, submitted that the officer had reasonable grounds to stop the car under s. 216(1) of Ontario's Highway Traffic Act (HTA) and ask Shipley to leave his car to confirm his identity and whether he was licensed to drive. The cocaine was clearly visible upon Shipley opening the door.

The officer had every right to then arrest him and search the vehicle incidental to the

arrest. As well, the Crown opined, the officer needed to do a pat down search for safety reasons incidental to Shipley's arrest and strip search him later before he was placed in the general prison population.

The judge found the officer had a dual purpose in deciding to stop the accused. First, he wanted to make sure Shipley was properly licensed and, second, he wanted to know why he was stopped in the bank parking lot. He ruled that the stop was not a ruse and the inquiries made, including the request that Shipley step out of his car, did not extend beyond the scope of s. 216(1) of the HTA.

*The officer, under these circumstances, was well justified in stopping the applicant under the H.T.A. to ensure he was properly licensed. There was nothing improper for the other reason for his stop, which was to investigate why the [accused] was stopped at an empty bank parking lot at night, with interior lights on, in a high drug area, and looking startled upon seeing the police.*

*I further conclude that the officer was justified in requesting that the [accused] step to his cruiser to determine his I.D. The [accused] did not have a license with him, contrary to the H.T.A. He was unable to produce any photo I.D. He was driving a rented car. He had previously looked startled upon seeing the police. He gave a name which came up with an alias when searched on the officer's computer.*

*The officer had a picture on his computer screen and an individual a number of feet away in his car at night with lighting obviously not at its best. Under those circumstances I think it entirely reasonable for the officer to ask the [accused] to attend at his car to be able to do a proper photo comparison with the [accused] next to his photo on the computer screen.*

*Once the [accused] opened the door to his vehicle the drugs were clearly visible to the officer, both on the driver's door and the passenger seat. The officer then had reasonable grounds to arrest the [accused] and search the vehicle [2014 ONSC 4795, paras. 23-25].*

As for the strip search, it was properly conducted and reasonable in the circumstances. It was not simply being done as a matter of routine. Shipley had been arrested for drug trafficking and the purpose of the search was to discover illegal drugs secreted on his person. It was conducted in private at the police station by officers of the same gender with the accused removing his own clothes.

As bail was to be opposed, Shipley would be placed in the general prisoner population. Police would not want drugs smuggled into the jail hidden on his person. There were no Charter breaches and therefore no reason for a s. 24(2) analysis. Shipley was convicted as charged.

In the Ontario Court of Appeal Shipley argued that his ss. 8 and 9 Charter rights had been breached. In his view, the trial judge erred in finding that the arresting officer had reasonable and probable grounds to detain him and



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search inside his vehicle. He submitted that the drugs found around the driver's seat should be excluded under s. 24(2) but the appeal court, in a short endorsement, rejected this argument.

We agree with the trial judge that the officer, in order to determine the [accused's] identity, was justified in requesting that [he] step out of his car and come to the police cruiser. The [accused] did not have a licence with him as required by the HTA, and he was unable to produce any photo identification.

The officer had a picture of the person whose name was the alias the [accused] had given him showing on his computer screen in the police car. As a result, it was entirely reasonable for him to ask the [accused] to come over to the police car to compare the [accused] with the image on the computer screen to properly identify him for HTA purposes.

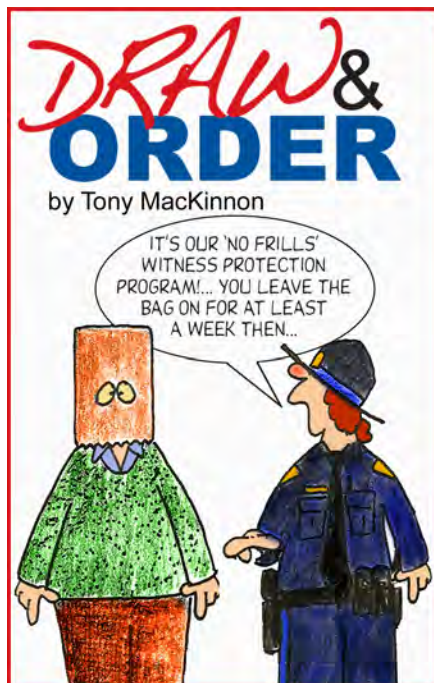
When the [accused] stepped out of his vehicle, the dime bags and rock of cocaine around the driver's seat were in plain view [paras. 4-5].

Relying on *Brown v. Durham Regional Police Force* (1998), 131 C.C.C. (3d) 1 (Ont. C.A.), the appeal court found the officer's purpose in finding out what Shipley was doing in the bank lot at the late hour (police intelligence) was well within the ongoing police duty to investigate criminal activity. It did not taint the lawfulness of the s. 216(1) HTA stop. There were no ss. 8 or 9 Charter breaches.

The evidence was admissible and Shipley's appeal was dismissed.

(Additional facts taken from *R. v. Shipley*, 2014 ONSC 4795).

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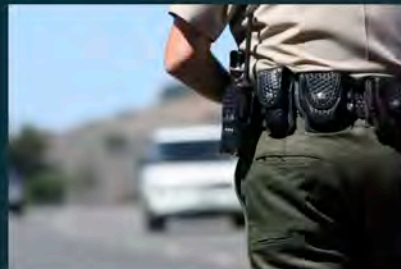
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# DISPATCHES



**Steve Martin**, commander of the Hamilton-Niagara detachment has retired after nearly 35 years with the RCMP. He started his career in Vancouver in 1981, moving to drug enforcement, before heading to Ontario in 1990. Here he worked in drugs, commercial crime, immigration and organized crime. He has received the Queen's Diamond Jubilee Medal and the Order of Merit of the Police Forces.



**Terry Hall**, a pivotal member of the OPP biker squad, passed away January 1st at the age of 70. He joined the Metropolitan Toronto Police Force as a teenager in 1962 and transferred to the OPP in 1967. He was a veteran of several undercover assignments and became a thorn in the side of outlaw bikers. Hall completed his career as a homicide investigator, retiring in 1997. He leaves behind a wife, two children, three grandchildren and a great-grandchild.



Deputy Chief **Paul Burkart** will be the new chief of the Nelson Police Department. A 20-year veteran of policing, he spent 15 of those years in Nelson BC. He started with the Calgary Police Service where he was involved in several specialized units. He has a bachelor of social science degree in criminology and French and a Masters in labour relations.



**Glenn DeCaire**, Hamilton's chief of police, is retiring. He was in policing for more than 35 years. Prior to arriving in Hamilton in 2009, he served with the Toronto Police Service, working in all areas of municipal policing rising to the rank of superintendent. He has been appointed as an Officer of the Order of Merit of the Police Forces. He has taken a new position as head of security at McMaster University.



Deputy Chief **Eric Girt** will be filling in as acting chief for the Hamilton Police Service. As a member of Hamilton Police for 29 years, he has worked in many areas including six years in Field Support. He was also Regional Youth Coordinator. He is a recipient of the Order of Merit of Police Forces and the Police Exemplary Service Medal.



**Rene Berger**, Chief of the West Grey Police Service has announced his retirement. He will retire on August 31, 2016 after 11½ years as Chief of the Service. Berger has worked for a number of police agencies since 1979 including Meaford, Thornbury, Hanover, Chatham-Kent and West Grey. Berger is the recipient of the Police Officer Exemplary Service Medal and sits on the OACP and CACP Traffic Committees.



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## A salute to our comrades in France

by Anil Anand

The attacks on Paris were an attack on all freedom loving, civil-minded peoples of the world. This terrorism was a cowardly attack on the bastion of civil rights, a city that has welcomed, embraced, and included people from around the world. A city and culture that shares its love, passion, and beauty for all that is good and humane with the world.

The attacks were the acts of those who subscribe to a narrow-minded view of life, liberty, and faith, and one that symbolizes the failure of an ideological pursuit which cannot survive the egalitarian, pluralistic values which civilized peoples around the world hold supreme.

The attack is a confirmation of our values of tolerance and law, the supremacy of civilized society, over those who would suppress those who are weak, vulnerable, or different. They abhor our love for diversity, tolerance, generosity to others and love for humanity. They would kill, maim, rape, enslave, and destroy their own fellow citizens, annihilate art, museums, literature, and devastate the nobility of a civilization that has so much to be proud of.

These are not the men of faith or courage. These are the children of hate, the offspring of intolerance, and only capable of delivering fear and animosity. Their intolerance extends to everyone, even amongst themselves, and is not capable of sustaining even the limited diversity they, for the moment, share with their malevolent recruits from around the world. Their predisposition to 'otherize' anyone different from themselves is the very thing that will destroy them and any vestige of their values as part of the human family.

While these fanatics, extremists and terrorists would have us fear and force us to temper our values; this is impossible. We are the product of the Declaration of Independence, the Magna Carta, and the Declaration of the Rights of Man and Citizen.

Ours is a civilization built on the principle that no person shall be seized or imprisoned, or stripped of his rights or possessions, or deprived of his standing in any other way, except by the law of the land, nor that we proceed with force against him, or send others to do so. To no one will we sell, to no one deny or delay the right to justice.

Ours is a civilization built on the struggle of justice over tyranny, on the inalienable rights of all citizens, on values that cannot be debased by tyranny; a world wherein all people can have before their eyes the foundations of their liberty and their welfare. We are the defenders of all that is noble, just and humane. We will forever remain joined and committed in the liberty, equality and fraternity with the citizens of France and all peoples of the world.

We will never, in any way, compromise our values to extremism. Rather we will remain focused upon our pursuit and defence of a peaceful world. A world in which all are equal and all stand shoulder to shoulder against anyone who would inflict pain on humanity anywhere. Our societal values will prevail.

A heartfelt salute from all of us in Canadian security services to our comrades in France.

Anil Anand, BPHE, LL.M., MBA, is an Inspector with the Toronto Police Service with a background in international dispute resolution and crime and business analysis. He may be reached by email at [anil.anand@torontopolice.on.ca](mailto:anil.anand@torontopolice.on.ca).

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