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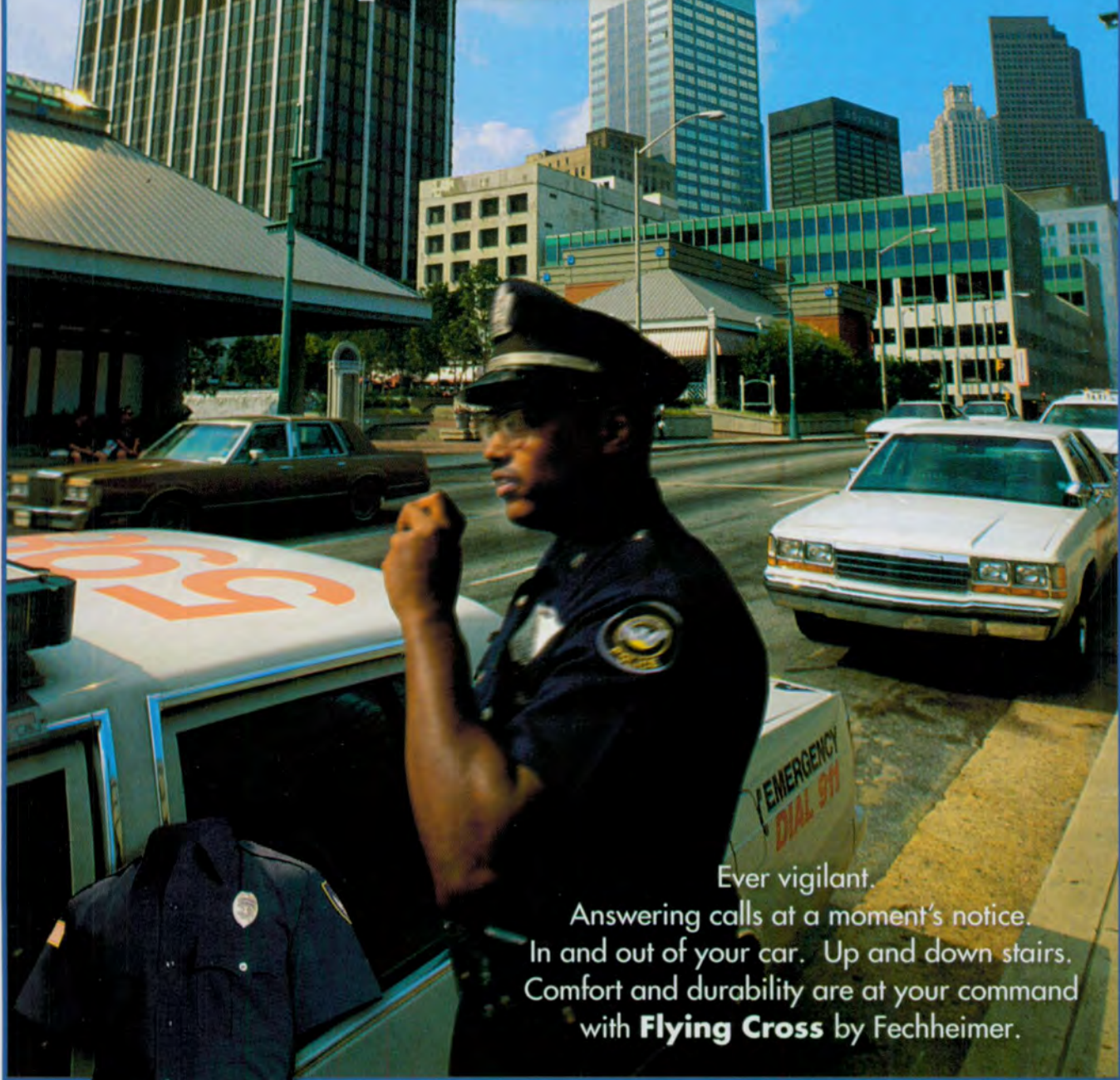
Canada's National Law Enforcement Magazine

June/July 1999



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-Editor/Publisher-

Morley S. Lymburner

Phone (905) 640-3048 - Fax (905) 640-7547

E-mail: blueline@blueline.ca

Web Page: www.blueline.ca

-News Editor-

Blair McQuillan

General Manager

Mary K. Lymburner, M.Ed.

- Advertising -

Mary Lymburner (Director)

Phone (905) 640-3048 Fax (905) 640-7547

Bob Murray

Phone (905) 640-6506 Fax (905) 642-0900

- Illustration -

Tony MacKinnon Steffon Sepa

- Pre-press Production -

Del Wall Blair McQuillan

- Mechanical Specifications -

Gary Welch

Phone (905) 466-5039

-Contributing Editors-

Ballistics & Firearms	Pierre Descotes
Tactical Firearms	Dave Brown
Police Leadership	Robert Lunney
Survival Tactics	Joel Johnston
Case Law	Gino Arcaro
Computers & Technology	Tom Rataj

-Contributing Writers-

Bob Herman	Frank Daulby
Dave Brown	Mark Welch
Floyd Cowan	Mark LaLonde
Karen Moffat	Fred Geiger
Reid Goldsborough	Len Hughes

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BLUE LINE

Canada's National Law Enforcement Magazine June/July 1999



"A community divided yet united" is one quote from Thunder Bay Deputy Chief Bob Herman in this month's profile on his police service. The city of Thunder Bay was an amalgamation of two communities brought together in 1970. Since the adoption of community-based policing concepts the city was divided up into smaller community neighbourhoods with a common goal of uniting the city into one safe community of caring citizens. Thunder Bay Police advise this has been a tremendous success for them. You can read more about this on page 6 in this issue.

Thunder Bay Police are also proud of the fact that they will be hosting the 48th annual conference of the Ontario Association of Chiefs of Police. A part of this conference is their annual trade show with 60 booths of exhibitors available for law enforcement personnel to see what is new in goods and services. To see a preview of this show you can turn to page 28 in this issue.

This is one of our two combined summer issues and you will see us again in August. Have a safe and wonderful summer.

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Taking care of business is not always that easy

by Morley Lymburner

I am a bit of a misfit and always have been. It appears that I have always been out of step with the popular norms that were currently in place. This "problem" has been amplified worse with a mental attitude that I describe as "walking in the eye of a hurricane." Many times I have found myself moving along in what I felt was a calm atmosphere until I hit the wall of the hurricane and realize there is a storm all around me.

I can put a little meat on this bone of statements with a scenario from my professional past.

Way back in the mid seventies I came to the realization that I was continually going to the same addresses to handle domestic disputes and giving the same advice to the same people. "Yes Ma'am! He hit you. I can see the bruise on your cheek. You can go to the court house and swear out a summons for assault against your husband. The general policy is that we don't lay charges in domestic disputes."

My frustration in such cases was greatly relieved by the *Bail Reform Act*. This gave us the authority to issue an 8.1 release form at the scene. I did not have to have the detective office overseeing my every move in such situations and I took advantage of this new freedom. "Yes ma'am he hit you and I can see the bruise. I will lay the charge against your husband and you will be called to court as a witness."

You can imagine the heat that came down on my back at the station. It was not kosher and I was no longer pulling the company line. I was the crazy cop that wanted to go to court for every crazy-assed domestic assault offence knowing the witness would back down or not show up. My case loads were getting quite large because I was the only officer out of a couple of hundred who was doing this. Detectives refused to handle any of my cases and I was on my own.

My simple philosophy was this. Their domestic problem is none of my business. They needed the advice and assistance of other social organizations that were better trained and equipped. They had to learn that if the police are called then enforcement would follow. That would be my function to do just that until the message got across that they had to seek help elsewhere. It was also clear to me that it was not my duty to get a conviction. Just bring the evidence before the court and let the court decide.

I was called into the boss's office and told bluntly not to lay these charges. It was pointed out that my conviction rate was very poor and the charges just filled the courts. I explained my philosophy and was met with a very stone-faced Inspector. "You are rocking the boat Lymburner. We have gotten along with our present style long before you came along." My pointing to a rising homicide rate in domestic disputes seemed to only enrage him. I was clearly a radical that had to be brought under control... or gotten rid of.

The sergeants got the word and I was watched. My habit of checking properties on night shift and finding a high number of unlocked

doors got me the nickname of "Mr. Insecure" on my platoon. I did not realize the double meaning immediately. Intelligence Bureau surveillance of me discovered that I was not breaking in to these premises but actually checking my properties. Partnering me with an old salt copper simply made him work harder.

I finally realized the war was on after being documented 28 times for such things as wearing my collar up, dirty boots, not wearing a hat,

and disobeying orders not to lay charges.

Although I felt I was doing the right thing I also realized that I had to take care of me first before I could be of any help to anyone else. It was at this point I found "the pristine beauty of Traffic." If I had to get along in a large city police service I finally found my happy niche.

I look back today and have no doubts who won that war way back then. My Inspector left the job as a Deputy Chief and I a Constable.

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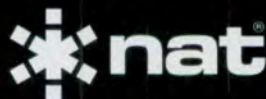


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A caring community is focus of Thunder Bay policing

by Bob Herman
Deputy Chief of Police



When Thunder Bay Police came into existence on January 1, 1970 with the amalgamation of the Port Arthur and Fort William Police Forces it carried on a policing tradition that dated back to 1874. Thunder Bay, a progressive community of 117,000, is located on the western shores of Lake Superior. The city boasts a full service port capable of servicing ocean-going freighters. It is a mecca for outdoor enthusiasts with some of the finest skiing, snowmobiling, hiking, camping, fishing and hunting facilities in Canada.

Today Thunder Bay Police consist of 214 sworn officers and 91 civilian members. It is responsible for providing policing services to the City of Thunder Bay and the Municipality of Oliver Paipooonge, an area in excess of 600 square kilometres. These services include everything from a fully trained tactical unit to community-based policing initiatives.

In 1995, Thunder Bay Police adopted a philosophy of community based policing. This philosophy is based on the premise that the police should work with the community to form partnerships to solve problems related to both the safety and well-being of persons and the protection of property. From its initial inception the community policing program has been extremely worthwhile. In 1997, one neighbourhood policing area received the "Caring Communities Award" from the Trillium Foundation, which attests to the success of the program.

Currently, the City is divided into 16 neighbourhoods, with an officer assigned to each one as the neighbourhood officer. Each neighbourhood has a Liaison Committee and a group of volunteers. One representative of each neighbourhood sits on the Chiefs Community Policing Advisory Committee. Two Patrol Branch turf officers per neighbourhood area complement the program and work with their neighbourhood police officers to meet the needs of their specific community.

All of the above components work together to ensure that the philosophy and objectives of community based policing are met. Whether it is doing conflict resolution in a local school to implementing a new program involving community members our officers have integrated themselves totally into their neighbourhood areas. Our officers spend many hours with the youth of our community. Many of these young persons have come to realize that the police are there to help them and it is through these youth that we will see one of the benefits of community policing in years to come.

Once you embark on community based policing in the manner that Thunder Bay has there is no stopping it. The program has received many testimonials about its success from City Council, both Boards of Education and numerous community groups.



The Training Challenge

Another area where Thunder Bay is taking on a regional leadership role is our training program. We have come to recognize that our geographic location has made it very difficult to meet our ongoing training needs. The sheer cost of sending candidates to courses at the Ontario Police College and Canadian Police College has forced us to examine how we do business.

In 1998, Thunder Bay Police embarked on an aggressive training program designed to meet the needs of our police service and provide support for other regional police services. Many partnerships have been formed with police training facilities, local educational institutions and other police services in order to achieve that goal.

Last year more than 110 Thunder Bay Police officers and civilian members received advanced training courses in Thunder Bay. These courses included Major Case Management, Police Supervisors Course, General Investigative Techniques, Basic Tactical Officer Course, Hostage Negotiators Course as well as many others. These courses have allowed us to train over 50 per cent of our sworn officers at cost savings of approximately \$25,400. In 1999 Thunder Bay Police have already hosted a Hostage Commanders Course, Coach Officers Course, Hostage Rescue Course and Major Case Management.

In all cases, an invitation was extended to regional police services to send candidates on these courses. Kenora Police Service, Dryden Police Service, Terrace Bay Police Service, Red Rock Police Service, Atikoken Police Service, Canadian Pacific Police, Ontario Provincial Police and the Department of National Defence have all taken advantage of these invitations. Further, Thunder Bay Police provides qualified instructors to various regional police agencies in order to meet their mandatory training needs.

Although this method of training has been available to police services in Southern Ontario for some years, it is a new venture for North-western Ontario.

With the implementation of the new adequacy standards, police services must look at innovative methods to meet the training needs in order to achieve the objectives of the standards by January 1, 2001. Thunder Bay Police looks at itself as a conduit to assist regional police services in regards to training issues.

Hosts to the 48th OACP Conference

In June of this year, the Ontario Association of Chiefs of Police (OACP) will be hosting its annual conference in Thunder Bay. The focus of our conference will be Internet Crimes, Sexual Exploitation of Children, Youth Gangs and Outlaw Motorcycle Gangs. These four issues are at the forefront of policing concerns in the Province today. The presentations are designed to inform the delegates about these issues in order that the OACP can determine what it should be doing to ensure that effective policing occurs in these areas.

Other presentations will focus on Y2K, communication initiatives, the SIU, firearm legislation and police legal matters.

All in all the conference should prove to be both informative and an excellent opportunity for senior police administrators to network. In 2000 the Thunder Bay Police Association will be hosting the Police Association of Ontario (PAO) annual conference in Thunder Bay. We look forward to showing the delegates of both the OACP and PAO what Northern Ontario hospitality is all about.

For further information on the OACP conference call Terry Walls at 807 684-1217.

STATS & FACTS

The city of Thunder Bay, with a population of 117,000 people, is located in the Province of Ontario and on the north west shore of Lake Superior.

The Thunder Bay Police Service consists of 214 police officers (181 male and 33 female) and 91 civilian and support staff for a total of 305 members. The police to population ratio is 576 citizens for each officer. The police budget for 1997 was around \$18.5 million. This figure breaks down to a per capita cost of \$155.

The Thunder Bay Police reported that on average each officer on the department investigates 65 criminal incidents each year. The total number of criminal code offences recorded with the police service was 13,287 during the year 1997. The police service reported a 31 per cent clearance rate on property crime and a 87 per cent clearance rate on crimes of violence. Overall there was an 8 per cent reduction in crime over the previous year of 1996.

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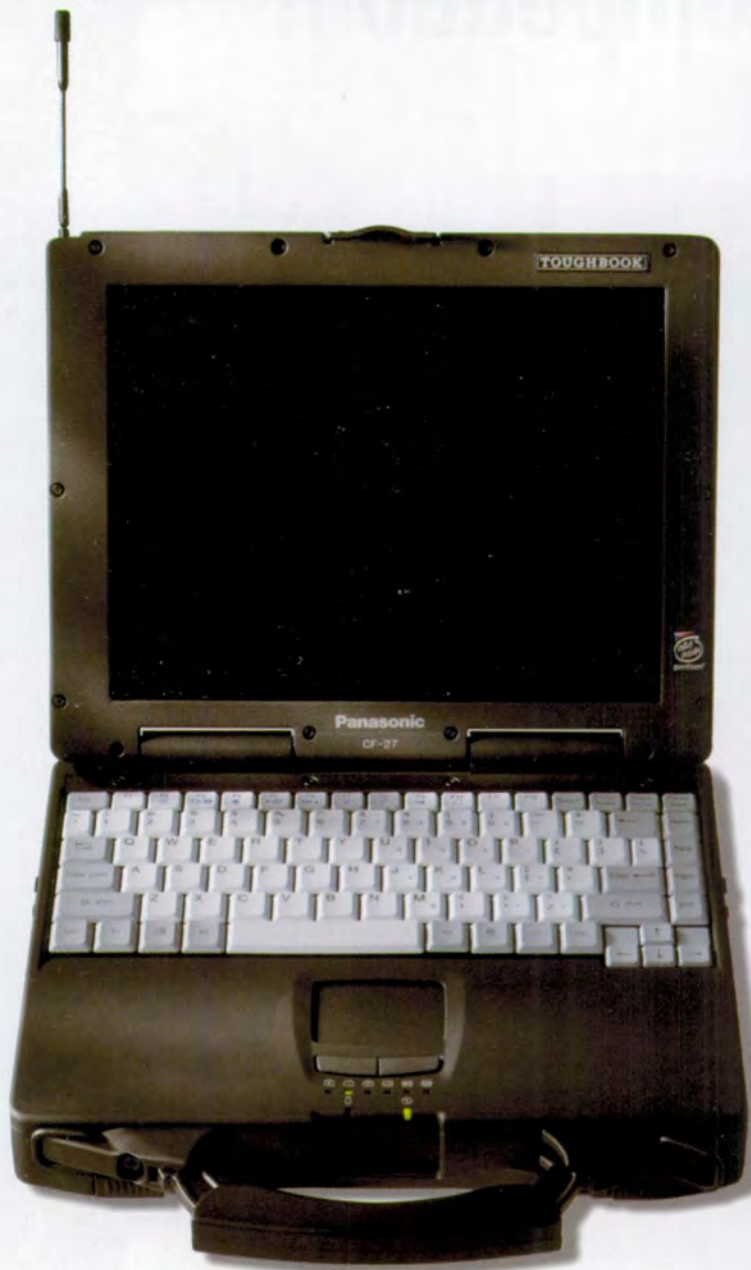


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Single source technology to provide a new era in justice

Ontario's new Integrated Justice Project - How it will help police get back on the street

by Ailsa Hamilton
Director, Integrated Justice Project



What would you say if somebody told you they could make your job easier? You'd be interested? What if they said they could make it safer, too? And then, what if they went on to say they could help you make life safer for all Ontario citizens, and improve the functioning of our justice system?

You'd want a whole lot more detail. But the story's legit—Ontario's Integrated Justice Project (IJP) is coming on stream by 2001, and it's going to make a difference in precisely those ways.

The IJP is the result of analysis and consultation with people from across the Ontario justice system, from police officers to judges. New ways of doing business and electronically integrating computer systems make it possible to share information and documents across the system—among police, Crown attorneys, courts, and corrections.

And recent inquiries into the justice system have seen a need for better information-sharing, saying it could save lives in the future. An example is the coroner's inquest into the May/Iles case.

In 1996, Arlene May, a 39-year-old mother of five from the Collingwood area, was murdered by her former boyfriend Randy Iles, who then killed himself. At the time of the murder, local police had a long history with Iles—he was out on three separate bail orders. The problem was that he had appeared in court in two jurisdictions, and officials in one didn't realize he was facing similar charges in the other, or that he had already flouted court orders to stay away from Arlene May. They also didn't realize that he had a violent record, or a firearms permit.

With the IJP, all that information would have been immediately available to police officers and Crown attorneys. The IJP is building systems to electronically link police, Crown attorneys, courts, and corrections. All authorized people will have access to a full file on anyone facing criminal charges, pulling together the most up-to-date information: current charges anywhere in Ontario, previous convictions, court orders (including family court orders), behaviour in previous jail terms, etc.

What is the IJP?

The IJP is a set of new ways of doing business across the justice system, assisted by powerful new software programs. These will act together to ease workloads and make the system more effective and efficient.

There will be:

- § a new police Computer-aided Dispatch and Records Management System (CAD/RMS), replacing the current Ontario Municipal and Provincial Police Automation Co-operative (OMPPAC) system used by the Ontario Provincial Police (OPP) and 57 municipal police



services

- § a Common Positive Identification system, to store digital mug shots of offenders in the criminal system
- § a Crown attorney case management system
- § new court case management systems, covering criminal, civil and family courts
- § digital audio recording systems to record court proceedings
- § a new corrections case management system, for use by correctional, probation and parole officers

What is *really* new is that all these systems will be integrated, so that they work together. Information entered anywhere in the justice enterprise will be automatically available to authorized users—police officers, judges, prosecutors, lawyers, court staff and correctional staff.

Security is central. Access to records will be on a "need to know, right to know" basis, with password protection. A system of electronic signatures may be used to authorize documents.

Each step in the IJP has been taken with input from people in the field. The police team working full-time on the project includes officers from several municipal services and the OPP, and they consult with police services across

Ontario. The viewpoint of the police is also well represented on the IJP's Executive Steering Committee, which oversees the project and acts as its link with its different constituencies.

Less paperwork ...

The sheer load of paperwork in the justice system is one of the most powerful arguments for the IJP. Think of a row of grain silos. Today, each sector of the system is its own silo, with its own forms, systems, and files. As a case moves from silo to silo, the same information is re-keyed, printed and filed many times.

Each part of the system will still produce its own records, but if the information is in the system already, it won't need to be keyed in again. **Electronic document handling** will eliminate duplication—core information will flow where it's needed, when it's needed. An **electronic "involved person" file** will link all documents produced at each stage, so that authorized users can share them.

Full-circle information

The process starts with the people at the front end of the justice system—the cop on the beat. A police officer arrests a suspect, enters a

charge and creates a crown brief on the computer. The system will flag particular kinds of charges, which will be available to police as well—for example, “lethality factors” related to domestic violence, such as a weapons conviction or a previous record.

The Crown attorney then receives the relevant case material electronically from police. He or she will use the new system to transfer documents to court and make disclosure to defence lawyers, or to automatically generate forms such as indictments and subpoenas.

In courts, clerking, record-taking and transcript production will be modernized, with the full record of the trial captured in digital audio form. Court judgements and orders will be entered on the system as part of the file, with the complete digital audio record of the trial attached.

Correctional staff will have full information on offenders when they arrive at jail. In addition to increasing efficiency, this will allow them to better monitor people who are a danger to themselves or others. Information from correctional services—for example, temporary absences or failures to report—will flow back to police and Crown attorneys, allowing better tracking of dangerous offenders.

Electronic integration will come full circle for the front-line police officer. For example, here's a typical bad situation a police officer might be involved in: You're sent on a 1 a.m. call about a domestic dispute. When you get there, you find there's a child involved, and both parents claim to have custody. Of course you have to take action—but today, you have little infor-

mation to go on.

The IJP will throw a beam of light into this unpleasant situation. With it in place, you'll be able to radio your station, where a dispatcher will access the justice enterprise system and call up the relevant court orders. In a few minutes, you'll have an answer—which parent has custody, or if an abusive spouse is breaking a restraining order.

Greater Safety

A key goal of the IJP is greater safety—for police officers, correctional officers, and the general public. Clear identification of “involved persons” is a big part of this, and the new Common Positive Identification (CPI) system will give police officers access to digital mug shots and personal information.

The CPI record may link to fingerprint records and a suspect's electronic file, including criminal history, behaviour while in jail, and probation/parole records. Data fields could include “tombstone” data, aliases, physical description with distinguishing features, and a unique numbering system. This system will be linked with the Canadian Police Information Centre (CPIC) managed by the RCMP.

For example, here's another typical bad situation for a police officer. You have to stop a vehicle on the road at night. With access to the CPI record and the integrated justice files, you'd be able to see if the driver or a passenger is out from a correctional institution on a temporary pass. That's a pretty important piece of information that's not readily accessible today.

Accurate identification is critical for safety all across the justice spectrum. Correctional officers will be able to use CPI to clearly ID inmates coming in and out of jail on day passes. Probation and parole officers will use it to ID new clients—at the most basic level, to see if someone is who he says he is, or what his record is.

More safety, better information and less paperwork are pretty big pluses already, but there are more benefits for police. For example, it is anticipated that **electronic scheduling** will be able to compare everyone's availability in setting court dates. Result: fewer delays, fewer reschedulings, and less time spent standing around in court, waiting to testify.

Who's working on the IJP?

The IJP is a public-private project, where the Ontario justice ministries, the Attorney General, and the Solicitor General and Correctional Serv-

ices, are working with a consortium of four leading Canadian companies. Led by EDS Systemhouse Inc. of Ottawa, the consortium also includes DMR Consulting Group Inc., KPMG LLP, and Teranet Land Information Services Inc.

The public-private approach means that the government benefits from private capital and private expertise. The consortium members are putting up three-quarters of the estimated \$189 million cost of the IJP. In return, they will share in savings that the project is expected to generate through greater efficiencies in the system. But they share the risk as well—no savings, no profits.

Each project team—police, Crown attorneys, courts, corrections—includes people from both sides of the partnership. In the case of the police team, front-line police officers work side by side with systems experts from the private partners. Overall direction comes from a project management office, with co-directors from the public and the private sectors.

The two justice ministries began to explore the possibilities of an integrated justice system in 1996. Private partners were identified and a contract signed. After a successful planning phase, the government and the consortium agreed to proceed to the development phase, in March of 1998.

Things have now reached a stage where the new recommended IJP systems are soon going to be tested, both on their own and as an integrated system. The plan is to test the courts, Crown and corrections systems with the involvement of London Police Services. Full implementation is planned for 2001.

The police team plans to test its recommended new CAD/RMS system later this year, under real user conditions at OPP headquarters in Orillia.

Contact the IJP

The IJP will respond to inquiries. You can check the public Internet site at <http://www.integratedjustice.gov.on.ca>, or the Intranet site for Ontario government employees at http://justice.ij.gov.on.ca/ijproject/00_home.html. Or you can phone the inquiry line at (416) 326-2121.

Ailsa Hamilton has been involved with the IJP since its inception, and was appointed director when the project was formally launched. She has over 20 years experience as a manager and consultant in information technology, in both the public and private sectors.

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New recruit evaluation test is Canadian designed

It is significant that much of the testing that is administered in Canada is predicated on tests developed in the United States and validated with groups of workers who represent American ethnic populations and norms. The shortcomings of this has not been lost on many Canadian police agencies who have been looking for a truly Canadian answer to the problem. In response to this need the Brandon, Manitoba, firm of Campbell-Manns International Inc. has come up with the *Ferguson Test Role Perception*.

Testing Instruments

The catalogue of psychological tests offered by the Institute of Psychological Research in Quebec reveals that less than 5 per cent of all the tests offered were properly validated in Canada. As well, many of the tests available are subjective in nature and provide the applicant with the opportunity to "fudge" the results.

One of the more common psychological tests being used in Canada today is the *Minnesota Multiphasic Personality Inventory* (MMPI). This test is used to eliminate candidates from selection, based on an ability to judge deviant behaviour from the norm, particularly theft and/or dishonesty. This test was validated in the United States, therefore, the applicants are being compared to a norm which may or may not be relevant to the Canadian fact.

The *Ferguson Test of Role Perception* was developed and validated in Canada. It has also been researched in Japan, and the United States. The Ferguson Test is a psycholinguistic instrument which objectively and quantitatively measures the subject's perceptions of the role of a police officer and is a strong indicator of future



behaviour in this role. What makes this test different from most other instruments is its objectivity and lack of "fudgeability." The Ferguson Test is culture and gender neutral.

The instrument provides empirical data which determines and substantiates the suitability and compatibility of the candidate. Since the predictive validity is high, the test can be used without fear of discrimination grievances. For example, if the organization has 100 or more candidates who are qualified, i.e. have met the selection criterion, the Ferguson Test can then be applied to select the most suitable. The key word is suit-

able. Many may be qualified, but only a select number are suitable.

One test does not fit all. There are over 120 tests for various professions and occupations and, because of the mathematical structure of the instrument, tests can be readily customized. The Ferguson Test is in the vanguard of progressive managerial and organizational structures.

Committed Community Policing

One recurring definition of community policing is that it's a customer oriented approach to building partnerships, to make communities safe and liveable. It's problem solving at the level closest to the problem. In other words community policing, in contrast to the traditional system, focuses on solving the problem rather than on generating arrest statistics - quality not quantity. Community policing is pro-active as opposed to reactive.

Research gathered from police forces in Canada and the United States has identified the following qualities are indicative of committed com-

munity police officers:

1. Decision maker and problem solver
2. Self Starter
3. Assertive
4. Selectively open or private - the person needs to maintain confidential material while at the same time be open and approachable
5. Participative management style - important in forging partnerships with the community
6. Community Service/Customer oriented
7. Teamplayer
8. Good self-esteem
9. Respect for administration - while they need

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- to be self-starters you need to know that they will respect and follow the decisions that are implemented by administration
10. Respect for the public - this ties in with customer service
 11. Respect for the role of police officer - someone who has little respect for the role will not stay in the position or may cause problems
 12. Empathetic
 13. Respect for those who are different
 14. Communication skills
 15. Extraverted, friendly, likes to be with people
 16. Flexible, open-minded
 17. Extensive police experience
 18. Ability to motivate others
 19. Patience
 20. Organizational skills

Applications of the Ferguson Test

The Ferguson Test is an extremely accurate additional tool which indicates role perceptions. This facet of the recruitment process is most valuable and can be applied by Police Services for a wide number of uses, including recruitment, promotion, team building and diagnostics. The Ferguson Test accurately measures the perceptions of candidates/police officers/super-

visors on major issues that affect the organization's efficiency, profitability and public image. The statistical analysis enables accurate pinpointing of areas where compromise is required and areas where there can be no compromise.

The nature of the test makes it especially valuable in assisting an organization, such as the police service, in the creation of a new organizational direction. The administration can, in fact, create an atmosphere and develop the character of their organization which will be significantly different from the traditional one. Organizations thus become socially acceptable, desirable, and community committed. In other words, use of this instrument keeps the organization on top of new social workplace requirements. By judicious use of the instrument organizations can be in the vanguard of socially acceptable and professional change.

The Ferguson Test can be extremely beneficial in assisting police organizations across Canada to reassess members already on the force and to create a demand for recruits who meet the newly perceived requirements. By establishing an organizational norm the force is now able to identify the perceptions necessary to meet the directed change in philosophy and direction.

Progressive, proactive community policing requires familiarity, acceptability and the use of the most up-to-date instruments to enable them to meet their perceived goals.

In a written response to Blue Line Magazine Brandon Police Chief Richard Scott stated "It is a rare occasion when I find myself able to recommend a new instrument that has been created specifically for police. The Brandon Police Service has used the Ferguson Test and has been able to implement the results of the test into a viable method of staff relationships and development. I have found the test to be most useful in salvaging careers when officers have been placed in positions in which they were not suited. The Ferguson Test identified problems and the consultants provided recommendations for remediation. I have no hesitation in recommending the Ferguson Test."

Further information is available by contacting Elizabeth Roberts at Campbell-Marins International Inc. at (204)726-5240 or email: cmii@westman.wave.ca.

Getting an edge in police testing

You wouldn't think of enrolling in a college or university course in September, paying your money, not attending classes, not studying, not doing assignments, and then going back in December and writing the test! That would be a waste of time and money. And yet, that is how most people apply to police services across the country. They hand in their application and money, get a test date, then sit, wait, and get nervous.

Is applying to the police different from college or university? It shouldn't be!

A new one-day course designed by a Toronto-based firm called Phyper Consulting teaches potential applicants how to systematically prepare and apply to a Police Service, so they can increase their opportunities of becoming a police officer.

This course was developed through extensive research, and interviews with recruiters and successful as well as unsuccessful applicants.

Interviews with recruiters looked at common problems and mistakes by applicants, opinion of level of preparedness of applicants and improvement techniques.

Interviews with successful and unsuccessful applicants looked at: the preparation undertaken by each student; level of preparation; knowledge of tests prior to testing; knowledge of tests after testing; frustrations; anxieties; number of Police Services the applicant applied to; knowledge of each Police Service, etc.

Joining the Police has become extremely difficult, and only those who have tried and failed understand the frustration. Excellent

candidates are often not hired because they do not understand the tests, or are unable to "demonstrate" their knowledge, skills or abilities. This course is designed to explain the various parts of the testing process, demystify them, and offer techniques and information to assist applicants in improving their opportunities.

For many enthusiastic police applicants, the realities of the police testing process are a cruel and unnerving reminder that merely wanting to be a police officer doesn't mean you will become one. In order to become a police officer in the Province of Ontario, applicants must not only be successful in the police testing process, they must also out score their competition. Police testing has become highly competitive. Additionally, many Police Services are modifying or redesigning their tests. This is being done for two reasons.

Firstly, to reflect current/future policing requirements. Police services in the Province of Ontario are directed by the Police Services Act to provide "community-oriented police services". This requires police services to work in partnership with their communities in order to identify and address community problems and concerns. In order to deliver community-oriented police services, the police must recruit people who exhibit the skills and abilities necessary for community-oriented policing. Applicant must possess communication and problem solving skills, be capable of working with the community, show initiative and have the ability to develop partnerships and resolve conflicts.

Additionally, the increased use of technology in policing and advances in investigative techniques (accident reconstruction, forensic, etc.)

all reinforce the need for applicants to exhibit sound general aptitude and analytical skills. Applicants must demonstrate their proficiency in these areas, and show they are capable of meeting the future training demands of the Service.

Secondly, police testing must be "appropriate". Police services are reviewing their tests to ensure they reflect the actual duties performed by police officers. Police physical fitness testing is one example of the change which is occurring in police testing today. In the past, most police services tested applicants using a 1 + mile run, push-ups, sit-ups, and chin-ups. However, some police services, such as the R.C.M.P., are adopting tests which simulate actual police duties.

The R.C.M.P. use the *Physical Ability Requirements Evaluation (P.A.R.E.)* test. The P.A.R.E. test uses an obstacle course rather than a 1 + mi. run. The obstacle course is used to simulate a police foot chase. Additionally, weight machines are used to simulate taking control of a suspect and handcuffing prisoners. The R.C.M.P. tests are "appropriate" because of their relevance to the duties of a police officer.

Knowledge and preparation have become essential in today's competitive police testing process. Phyper Consulting teaches applicants how to systematically prepare and apply to a police service, as a police officer or court officer.

For further information, contact Anne at Phyper Consulting, (416) 424-1287, E-mail: phypere@interlog.com or check out their Home Page at www.interlog.com/~phyperc

Drawing in the spotlight

The need for facial specialists in policing has never been greater

by Frank Daulby



The facial specialist must be an artist and a trained interviewer capable of producing both a suspect drawing and an accurate witness or victim evaluation. The Specialist that meets these criteria is looked upon as an expert in this field.

Police artists, computer software operators and composite artists are now being referred to as facial specialists. Facial specialists take on an enormous responsibility when they interview a witness or victim. They must listen to, interpret and evaluate every word and gesture the witness or victim articulates. Their ability to differentiate between memory, confabulation (imaginary experiences created by the victim to reduce embarrassment), and deception, has a significant impact on a criminal case.

The primary focus must be the accurate evaluation of the witness's or victim's memory, or the careful recording of its absence, not necessarily the production of a suspect drawing. Any system can produce a face, and every system has what they call successes. Only a person with accredited training can accurately evaluate a witness's or victim's memory. Knowing when not to produce a suspect image is just as valuable as concluding an interview with a suspect image.

Everyone understands that when an expert is asked the question, "What do you think?", he is not being invited to have a casual conversation. He is being asked for a carefully considered professorial opinion based upon his formal training and work experience.

At the conclusion of a composite interview, the experienced facial specialist will usually have anticipated the question "What do you think?". The facial specialist will have a carefully measured response, at least partially prepared, in anticipation of the question. Anyone who assumes the role of a facial specialist, but does not have



Drawing by Frank Daulby

special interview training, must understand that as soon as he responds to the question he is giving unqualified expert opinion. Indeed the facial Specialist's opinion can change the course, and thus the outcome, of any investigation.

His opinion cannot be based on "gut feeling". Experts must qualify their answers, and cite the reasons for their opinion. Facial Specialists' answers must be carefully weighed and measured, taking into consideration the witness' language and behaviour in the interview room, before they venture an opinion.

A recent worldwide survey was conducted by myself and aptly titled, "Who is Your Composite Artist", revealed that many of the surveyed police services employ a uniformed police officer or a technical identification officer as their facial specialist. Some police services use a full or part time civilian artist or computer operator hired specifically for composite art. Other agencies utilize existing employees already working in their department. A few police services use a local painter, or celebrity artist. Very

few of these people have any interview training, and even less have had any special training in interviewing victims of crime. If you had to pick one person from this group to interview your victimized loved one, whom would you pick?

A closer look at the international history of composite art will help us understand how such a wide variety of people began working in this specialized profession. Historically, police artists were local newspaper cartoonists, hired when police needed a break in a case. Later, portrait artists were utilized as the need arose. Eventually, existing police officers were chosen solely on the bases of their artistic talent. These artists had no training in interviewing, primarily because training was not available.

In the late 1960's, some police departments adopted a few mechanical facial systems. These systems usually consisted of a series of clear plastic sheets with one or more facial features printed on them.

Depending on which system was used, the plastic sheets were slid or stacked one on top of another to create a suspect likeness. A corresponding catalogue accompanied these systems. The witness or victim usually ended up looking through the catalogue with the operator to find a facial feature they thought looked like the suspect. This was not the recommended method of use, but according to my survey this was the practice. The accepted belief was that all you had to do was show your witness or victim enough facial features, such as eyes, noses and mouths and the witness or victim would recognize the features that looked like the suspect.

The facial specialist would then pull the whole thing together, and presto, we had a picture of the suspect. Very little was known about the perils of confabulation, or the inherent desire most witnesses and victims have to "save face" or "help the police". Consequently the resulting images were usually accepted as being "the best that they could do" and simply published.

The manufacturers of these first generation systems trained operators to use them in less than a week and promoted the idea that anyone could make a face using their system. These first generation systems had their advocates and opponents, and like any reasonably thought out systems of that time, they had some successes.

A closer look at some of these successes revealed that a case was considered successful if both the created suspect image and the actual suspect photograph displayed one or more disguises, such as a beard, hat, moustache, eye glasses, or a combination of these. These items have strong recognition value for witnesses but in actual criminal cases they seldom identify the suspects, unless the suspect habitually wears the described items.

At least one research project attempted to show that mechanical systems were superior to freehand artists but the research failed to gain

... continued page 16

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popular support. This may have been because the images looked mechanical. Lay persons are usually the first to marvel at the ability of good artists. However they are also the first people to invent alternatives to replace them, usually citing that not every police agency can have a police artist on staff.

Good freehand composite artists are rare primarily because drawing is a practised skill, and the vast majority of "freehanders" as they are called, are also working in other areas of policing. Police artists that are full-time are usually busy enough to develop and maintain strong portrait skills. Highly skilled police artists have a constant workload.

Computer software programs have, in good faith, naively reproduced the mechanical facial feature systems, incorporating the same assembly approach. These new computer programs are rapidly replacing mechanical systems.

Most mechanical and computer facial systems advertise how fast suspect drawings can be created with little or no training. "This software requires no special skill or training," is the promise of one software program. They further promise, "composite pictures in less than 10 minutes."

While this speed sounds enticing it ignores the importance of validating the victim's memory, and thus credibility. They ignore the fact that their operators, like police artists, are really interviewers and as such they should have extensive interview training not offered on any, but the most advanced police training course. The police artists, computer software operators, and composite artists are considered to be facial specialists. Each assumes the role of expert in the eyes of the public and the police community.

It is important to note that a review of my 1997 statistics revealed that approximately 75 per cent of all facial identification witnesses were victims, not independent witnesses, and there is no reason to believe that these statistics would not approximate those of other facial specialists. This statistic is extremely significant when you try to balance the claims of the manufacturers about speed and the lack of need for training, with the image of an untrained facial specialist attempting to interview a savagely beaten rape victim.

The psychological pressure to produce a suspect drawing is enough to cloud any facial specialist's good judgement, unless that person has had formal interview training to guide them in making, and later justifying, their decision. Coming out of an interview room without a suspect drawing is still considered an admission of failure by the vast majority of police officers, including facial specialists. The stakes are even higher if the facial specialist, witness, or victim becomes the focus of intense media attention or the facial specialist feels any real, or imagined pressure from anyone in authority.

To manage and hopefully avoid some of the psychological pressure, the facial specialist must have interview training. This will not only enable the facial specialist to cope with outside pressure but also to recognize the indicators of confabulation or deception. Knowing when not to produce a suspect rendering is just as valuable as being able to recognize memory. If the facial specialist is pressured into producing a



Computerized composite identification kits are currently available through a wide variety of companies including firearm manufacturer Smith & Wesson.

suspect rendering they will at least be able to articulate the precise value of the suspect drawing produced.

The under estimation of the time required to professionally interview and thus develop a witness's or victim's memory is part of the mistaken belief that computers are faster than freehand artists.

Every adult can tell a story about having lost something such as a set of keys and the slow, systematic process it took to find them. If their search was interrupted or any pressure was put on them to hurry up they had to stop and retrace their footsteps to retrieve their lost memory. Memory, like love, does not respond well to pressure, or speed.

Memory must be massaged, slowly and without probing questions, interruptions, or suggestions, to avoid distortion or loss. In short, speed kills not only people but also memory. Confabulation is only too willing to substitute for memory if memory is not present or has become the casualty of the interview process. Speed simply has no place in a conversation concerning interviewing a witness or victim.

Most of the current facial systems promote at least two compelling reasons to buy their system speed and minimal training. There is never any mention of the client. We must never lose sight of the fact that our client is the victim, and the victim demands more than money can buy.

Interviewing victims and witnesses is a responsibility that must only be undertaken by professionally trained interviewers, with very special skills. Interviewing takes time, and is the key to the accurate recording of pictorial or linguistic memory. It is criminal to suggest that "this

software requires no special skills or training" to interview witnesses or victims.

The primary focus of the facial specialist must be the accurate evaluation of the witness's or victim's memory, or the careful recording of its absence, not the production of a suspect drawing. Any system can produce a face, and every system has what they call "successes" but only an expert can accurately evaluate a witness's or victim's memory. Knowing when not to produce a suspect drawing is just as valuable as concluding an interview with a drawing.

Facial specialists must be professionally trained interviewers capable of recognizing memory, confabulation, and deception before they interview witnesses or victims of crime. They must work independently without time constraints. If the facial specialist expects to have credibility, witness evaluation must replace the psychological drive to just produce a face.

Facial specialists must be trained interviewers that can reproduce faces, not artists that enjoy drawing in the spotlight that is focused on victims. The profession of policing expects nothing less and the victim demands it!

Det. Cst. Frank Daulby is a force composite artist with the Technical Identification Services Section of the Ontario Provincial Police. He can be reached by phone at 705 329-6186.



Taking a bite out of police pursuits

Terminating pursuits the "Roadshark" way

by Dave Brown



High speed pursuits have exacted a deadly toll on both police officers and bystanders alike. Winnipeg Police Constable Jon Mateychuk thought so, too. The important thing is, he did something about it

by inventing the "Roadshark."

There are many tragic examples in recent years. In 1993, Calgary Constable Rick Sonnenberg was instantly killed while laying down a spike belt in an attempt to stop a fleeing vehicle. He left behind a shocked and grieving family and fiancée. In 1998, Joliette, Quebec officer Dominic Courchene was struck and killed by a Quebec Provincial Police cruiser pursuing a stolen vehicle while he was placing a similar spike belt. One month later, a Manitoba RCMP Constable narrowly avoided injury when a truck swerving around a spike belt missed the officer by inches. And these are but a few of the tragedies and near tragedies resulting from high speed pursuits. Have you ever thought that there must be a better way?

Stolen Auto Epidemic

Out of the eleven chases that Stolen Auto Unit Investigator Jon Mateychuk has been involved in, seven resulted in major accidents. Most ended with extensive injuries and property damage. One of his most memorable pursuits resulted from the attempted arrest of a gang of juveniles who were estimated to have stolen over 200 vehicles. When the chase concluded with a serious wreck, officers were shaken to discover the thieves were only 12 years old. Thankfully, the occupants escaped serious injury.

Mateychuk tries to identify with why these offenders decide to run. "Half the time, I think they just panic. Once they decide to take off, they feel there is no turning back." Other officers agree that the majority of chases result from seemingly minor traffic violations or offences. "I wanted to come up with some method to stop the suspect running in those first few seconds when they are trying to decide—should I run or should I just stay here and face the consequences," says Mateychuk.

Much like many urban areas, the city of Winnipeg is bisected by several arterial roads with fairly limited access. Once a vehicle is committed to one of these expressways, they have few opportunities to leave the road for another route. The problem has always been to get in front of the speeding vehicle to lay down a spike belt. Additionally, the spike belts always seem to be most conveniently placed in the trunk of the lead vehicle... immediately behind the offender. Only in an ideal world are they ever available for deployment at exactly the right time and place.

Short of requiring manufacturers to install radio-controlled tire deflators in every vehicle



on the road, Jon Mateychuk began envisioning a more realistic way to slow down chases.

A Permanent Road Spike System

The solution was not to equip every vehicle on the road with road spikes but to equip the road itself with road spikes. In a comprehensive examination of Winnipeg Police pursuits over a four-year period, Mateychuk noticed three roadways in particular experienced more than their share of chases. The Disraeli Freeway, the

Slaw Rebchuk Bridge and the Chief Peguis Trail hosted almost 15 per cent of pursuits annually.

Mateychuk's background in welding and drafting were put to the test with the design of a prototype retractable road spike system designed to be permanently embedded into a roadway. Remotely activated by a digital radio signal, the spikes would protrude from the road only long enough to deflate the tires of a pursued vehicle,

... continued page 18

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and then safely retract out of the way. He registered the name "Roadshark" with the help and advice of the Canadian Police Research Centre and applied for a patent.

His prototype was tested throughout the winter of 1998 and was ultimately installed in a city works yard in Winnipeg. This would subject the unit to snow, ice, cold, salt and heavy machinery continually driving over it.

The Roadshark system is unique in that it is designed to deflate all four tires of a vehicle driving over the hidden installation. Rows of alternating 2" breakaway hollow spikes and 2.5" fixed spikes ensure both front and rear tires are deflated in a controlled manner.

The only portion of the Roadshark visible to motorists is a flat steel plate mounted flush with the road. The top of the plate is coated with a rubberized compound that allows the spikes to remain hidden until required. Once used, the spikes are simply retracted below the road surface. A maintenance crew then replaces any broken or damaged spikes and covers the top surface with a new coating of rubber.

The hollow spikes are designed to remain in the tire, reliably deflating even the most puncture-resistant design. High speed tests have demonstrated that vehicles will not lose control, even with both tires on one side down to the rims. In addition, the tenacious spikes create a startling rattle that sounds like the entire vehicle is coming apart. If the vehicle continues to flee, pursuit speeds are reduced substantially.

Because the spikes are threaded into a movable pneumatic arm, they can be installed in any

combination of fixed or hollow spikes, and in a variety of lengths. This allows them to also serve as discreet perimeter security devices; hidden until needed.

Installation

Once a strategic roadway is selected for the installation of the Roadshark, the surface is dug away two feet on either side of an existing joint. Holes are drilled in the slab for reinforcing bar pins and the self-contained unit is simply wired into power lines and dropped in place. The hole is then filled with concrete. Only the smooth top surface of plate is exposed, covered by a thick rubberized membrane. Drainage holes allow water to run out the bottom and heating cables ensure that ice does not accumulate inside the boxed structure.

Bright red warning lights beside the road can be wired to indicate spike activation. This serves as a visual signal to pursuing units and can also act, if desired, as a final warning to the fleeing driver.

Spike Activation Sequence

Pursuits happen. Suppose for example, in spite of all efforts, a suspect chooses to run but now they are in a "Shark Zone." During the pursuit, assisting units need only attempt to keep the suspect away from residential areas and use their vehicles to direct the pursued toward expressways. Once committed to one of the select routes, the vehicle still has the choice to terminate the chase at any time.

The pursuing units remain in constant communication with a duty supervisor. Once the supervisor is notified that a chase is proceeding toward a "Roadshark" installation, the officers would

be given a unique digital radio code that will activate the spikes. When the vehicle approaches the spike area, this code is transmitted by their portable radio and the spikes would immediately project from the road surface. At the same time, a red warning light would indicate to the pursuing units that the spikes have been activated.

After the vehicle drives over the spikes, a similar code would be broadcast to retract the spikes. If required, the spikes could also be retracted by the duty supervisor. Should the vehicle attempt to cross the median, the digital signal for activation of the opposite lane could be instantly transmitted.

It is through the wider use of secure digital radio in law enforcement that really makes the Roadshark practical. This gives virtually any officer on the scene the ability to activate the spikes, using approval and codes provided by a central supervisor. Either the officers on the scene or the central dispatch will also have the ability to retract the spikes. This also means that "Ma and Pa" will not inadvertently fire the spikes into the tires of their Sunday driver when they accidentally hit their garage door opener.

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Roadshark allows police to figuratively and literally shift their focus from just in front of them to farther down the road towards a termination point of a pursuit.

After all, in spite of the adrenaline rush, Jon Mateychuk does not like chases. They have taken a tragic toll on life, and left far too many grieving survivors. He never again wants to extract broken and bleeding bodies from steaming wrecks.

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by Terry Barker

Blue Talk is a regular column of advice on the topic of police communication problems. Terry Barker is the creator and teacher of Dalhousie's Communication Skills for Police Personnel course, and is the author of *Boss Talk* and the *Five Minute Police Officer*. He taught communication skills for the RCMP, the Justice Institute of B.C. and the Canadian Police College for over 20 years, and is recognized in Canadian police circles as an expert on the subject of how members can talk to each other better. Send your questions, anonymous if you wish, to Blue Line at Fax 905 640-7547 or email blueline@blueline.ca

I'm an Acting NCO for the next six weeks. One of the members has made a mistake and I know I have to do something about it. The trouble is that I have only half as many years in as he does, and he doesn't respect me. He feels he should be the Acting NCO instead of me, but they didn't give him the job because he's a screw-up and has a bad attitude. How should I approach him?

Normally, when police officers make mistakes you can approach them directly because they are professionals and care about their job. You can just come right out with it and say, "Bill, you missed a diary date," or "Mary, where's that report?" But some people who are too sensitive to criticism, or have a negative attitude, will take such remarks as a personal attack. That puts you in the role of attacker and them in the role of defender.

The result is war.

And six weeks later, you have lost all your temporary power and are back on the level playing field with Godzilla. Ugh!

Instead of direct criticism, try PNF (*Positive Negative Feedback*). It works like this:

To get the dialogue on to a positive note, start with praise. "Boy, you sure took care of

that Broadway B&E yesterday. I'm going to write it up and put it on your file." Even if he merely growls at you, he can't help but be secretly pleased. We all love praise. The purpose of this is to build a communications bridge to make it easier for you to talk to each other about the heavy stuff.

Then ask him what problems he's been having. "You've been at this game a lot longer than I, but even you must run into difficulties some times. What problems have you been having lately?"

This question lets him bring up the bad news in his own way. After all, he knows that you know what he's been up to. If he doesn't raise the issue, you can still revert to telling him outright, so what do you have to lose?

Yeah, he might say, "I kinda lost control

with those teen-age punks last night. I whopped a couple of them on the bean and probably yelled a few choice words at them."

Now the problem is on the table, and you must restrain yourself from telling him what a jerk you think he is. Instead, help him solve the problem:

"Yeah, we had a couple of verbal complaints today from parents. Nothing in writing, not yet, anyway. I said I'd discuss it with you. What are your options here? What do you think you should do?"

Asking these questions makes it his problem to solve, and turns the whole enterprise into a learning experience instead of a punishment ordeal. He knows what to do, you don't have to tell him. Give him the courtesy of letting him figure it out for himself.

At the end of such a session, he will thank you for helping him deal with a tricky issue instead of resenting you for tearing strips off him. And you will have earned the reputation of being a tactful and helpful guy. What a deal!

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You have an excellent magazine. As a security supervisor, still trying to become a cop, I find all of the information and articles highly informative and entertaining, especially the "Blue Talk" column by Terry Barker.

I, unfortunately, forgot about Response 99. I had pre-registered and forgot the dates and now it's too late. Could you possibly tell me of any other trade shows you might know of in the near future.

Also, I'm an amateur patch collector just starting out. Could you tell me of any patch shows that might be coming up as well. Thanks for your time and I look forward to hearing from you soon. Keep up the good work.

James Hope
Toronto, Ontario

Editor's Note

There will be at least two other events this year similar to Response. The first will be the Ontario Association of Chiefs of Police Conference and Trade Show being held on June 27 to 30th in Thunder Bay. You will find more details about it in this month's edition.

The second event will be the Canadian Association of Chiefs of Police conference and Trade Show being hosted by the Hamilton-Wentworth Regional Police. It is being held on August 22 to 24th in Hamilton. You will find out much more about this event in our August/September edition.

We do not normally promote patch swap events but are aware of many police associations and organizations who do host them. We will leave you to your own devices to contact your local police as to when and if they support such events.

I am a new subscriber and received the April issue and I just want to say I enjoy reading your magazine. Keep up the excellent work and I look forward to reading May's issue.

Regards,
Ezio Ranallo
BC

Regarding the Surveillance Conference 99 I would like to report that the Conference was an overwhelming success with over 85 registrants from Calgary, Winnipeg, Michigan, Montreal, Saint John, Ottawa, Hamilton, Niagara, London, Halton, Toronto, Guelph, Mississauga, OPP, RCMP, Windsor, Kingston and MANY other areas.

The critiques were very positive and offered excellent suggestions for the future. I would like to offer my appreciation to *Blue Line Magazine* who co-sponsored this event. The speakers had excellent presentations and the attendees and myself appreciated their hard work.

I would like to pass on information on an upcoming Conference being hosted by the RCMP for October 14 to 16, 1999 in Calgary Alberta. Western Canada Surveillance Special-

ist Conference '99 is being prepared for this fall and their contact number is (403) 230-6496.

I wish them as much success as we had at our Conference. Thank you for your interest and participation.

Hal Cunningham
Surveillance Consultants
(416) 716-3107

A few years ago, a good friend of mine sent me a copy of *Blue Line Magazine* and I was impressed at the quality and standard of the articles. It seems that time has not faded your commitment. Judging from your latest magazines, you have my congratulations. I think law enforcement in Australia would be better served if we had a similar national publication.

I am writing to ask if I can utilise *Blue Line Magazine* to make a request for Canadian law enforcement penpals. I am particularly interested to hear from officers interested in defensive tactics or firearms training, but will reply to any officer who writes me who is generally interested in Australian policing issues.

Thank you for your efforts... and your dedication.

Craig Elliott
New South Wales Police
95 Marsden St.,
Parramatta New South Wales 2150
Australia
Email: elli1cra@police.nsw.gov.au

Just received your May 1999 issue and am dismayed to see on page 36 the headline "Jail guards fired after illegal strike". I would expect that a publication such as yours would not use such slang to refer to Correctional Officers. I fail to see any references to "cops" - it's always Police Officer or Toronto Police etc., not "Cops to be awarded bravery medals" or "Guelph Cops race committee recognized"... I know for a fact that I don't work at a jail and I don't guard anything, nor does my identification read "jail guard".

Perhaps "jail guards" are best left in the media stereotype of the uneducated brutes that exist only to torture Sylvester Stallone as in the movie *Lock-Up*. Dare I speak for my fellow Correctional Officers, but I can assure you that while we operate in a negative environment at the best of times, the majority of us are Professional, Dedicated and Educated CORRECTIONAL OFFICERS!

Steve Culos
Correctional Officer
2 Mimico Correctional Center
Ministry of the Solicitor General
and Correctional Services

Editor's Note

You are so right! We will try to be more sensitive in the future to this terminology. By the way your parallel to the word "cops" is not quite the same. We have and will continue to use the term because many cops, or

coppers, do call themselves this. It is only the people outside the police community who feel this is a negative slang. However your point is well taken that the term "jail guard" is not even close to the tasks you perform. The item you speak of was a distillation from several news items we monitored over the previous month and I guess a little of the ignorance of the popular media slipped by us. Sorry for the slight.

I have just finished reading the article "Maximum force... Limited Options" by Mike Hargreaves located on page 10, in the May, 1999 issue of *Blue Line Magazine*.

I have been working in the armed private sector for over two years and felt that the article was well written and to the point.

I feel that it is important to stress the fact that in this industry one of the most crucial options at our disposal is the option to AVOID! It is best to avoid a situation before it actually arises.

There are many policies in place designed to achieve this which were, (for good reason) not in the article. However, these policies must be followed in order for them to be effective. Attacks against the armed private sector are rare and because of this complacency can be a problem. If all the armoured companies enforced such policies on their employees the use of deadly force would rarely be needed.

It is important that your readers understand that yes, we do have guns and a uniform but most of us are not "wanna-be-cops". We are just trying to do a job that society demands.

Todd Tiller
Niagara Fall, Ontario

Great Mac Attack

by Tony MacKinnon



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When the program fails

What do you do when you've invested time and resources into setting up a new program and when it comes time to evaluate the results you realized you've failed? You might drop the program, ignore the problem and pretend everything is fine and carry on, or you might do what the Saanich Police Department did, do a hard evaluation and find out what you can do to make it work.

by Floyd Cowan



Saanich is the largest of the four municipalities that make up the Greater Victoria area on southern Vancouver Island. It is a large sprawling mostly residential area with a great range of socio-economic groups in the population. One of the main problems Saanich Police face is crime against property; break and entries into homes and autos. For about five years, using Neighbourhood Watch they disseminated information to residents, but the problem refused to go away. The B&E's continued at a high level. Residents were frustrated and angry, and they wanted the police to do something about the problem.

"We failed with the Neighbourhood Watch program," says Crime Prevention Officer, Ian Ritchie. "Our clearance rate on these crimes was around 15 per cent. It just wasn't good enough." So the evaluation began.

"With Neighbourhood Watch we held meetings and gave out information but then we left the resident on his own. We had to make it better. Saanich consists of ten community associations so we went to them to help us facilitate an improved program." Block Watch programs have been used in the Greater Vancouver area for many years so Saanich tapped into existing programs to help establish their own.

They realized that to make Block Watch work information had to flow both ways. "It has to be a two-way street," Cst. Ritchie states. "We established Area Co-ordinators and then we organized those areas into blocks of between ten to twenty homes with a Captain and a Co-Captain. We not only disseminated information, as we previously had, but we established a communication chain. The most important thing we did was to hold neighbourhood meetings. The people in the area gather in a residence for half hour meetings to give them a chance to meet each other, and often this is neighbour meeting neighbour for the very first time. Talks are given by professionals on such topics as home security."

When the first part of the meeting concludes the police then join them. "This is a great opportunity to get right into their living rooms and talk to them about the issues and the problems they're having. We also find out what is upsetting them and what is working with our programs and police service and what isn't. We talk about when they should call, what they could expect when they call, and proper reporting procedures. To facilitate communication we established newsletters and a dial in number they can call to get crime information."

In the two years the program has been in



operation 220 meetings have taken place and, most importantly Cst. Ritchie emphasizes, there has been at least one police officer at every meeting. Often, when problems arise on a specific issue, professionals and members of other municipal departments will attend. A recent problem concerning a skateboard park not only had the police in attendance but staff from the Parks and Recreation department as well.

There are now 4000 homes in 220 blocks with 18 area co-ordinators and 400 Captains and Co-Captains in the program. In response to the growth, Saanich Police hired a coordinator, Karen Wallis, to take responsibility for the implementation and management of Block Watch. Working closely with area coordinators, she oversees the day to day operations of the program.

One of the most successful areas has been the North Quadra area where the leadership is very strong and half the homes are in the Block Watch program. The people are very vigilant and there are more Block Watch road signs in this district than any other. In 1998 they had 300 - 400 more calls about suspicious circumstances than the previous year. The most telling statistic though is the 39 per cent decrease in property crimes in this area. "That is not all due to Block Watch," Cst. Ritchie states, "but it was a big part of it."

One additional benefit stemming from the Block Watch organization is that other programs such as emergency preparedness piggy back their program on this. Neighbours meeting for Block Watch may implement some of the structure for emergency preparedness such as identifying people with particular skills that would be needed in the event of a disaster.

"The new approach has been successful because we are not running around putting out

small fires but addressing community problems by working at a grass roots level. We are able to establish good communications which is essential for good community relations and good police work," Cst. Ritchie states.

For further information, contact either your community association or Saanich Police's Cst. Ian Ritchie at 250-475-4346; or Karen Wallis at 250-475-4346.

You can now contact the Community Police Section by e-mail at YCSD@police.saanich.bc.ca

STATS & FACTS

The district municipality of Saanich, with a population of 106,200 people, is located on the southern part of Vancouver Island.

The Saanich Police Department consists of 132 police officers (111 male and 21 female) and 37 civilian and support staff for a total of 169 members. The police to population ratio is 759 citizens for each officer. The police budget for 1997 was around \$14.3 million. This figure breaks down to a per capita cost of \$135.

The Saanich police reported that on average each officer on the department investigates 60 criminal incidents each year. The total number of criminal code offences recorded with the police service was 8,469 during the year 1997. The police service reported a 20 per cent clearance rate on property crime and a 62 per cent clearance rate on crimes of violence. Overall there was an 4 per cent reduction in crime over the previous year of 1996.

Bruce Denniston Bone Marrow Society

by David Hart
Canadian Police Artists Association

In 1987, in the coastal town of Powell River, BC, Constable Bruce Denniston, a young RCMP member, was living the ideal life. He had a beautiful wife, three adorable children, a wealth of friends, and the respect of his community. He had it all.

Then one day, Constable Denniston's entire world crumbled. He was diagnosed with leukaemia and told that his only chance for long term survival was a bone marrow transplant. The best chance of finding a compatible bone marrow donor is within the patient's family, and so, testing began on Bruce's siblings. But luck was not with him. None of his family members were a match, so the search began for an unrelated donor.

In 1987 in Canada, bone marrow transplants were not common, especially with unrelated donors. The odds of finding an unrelated donor can be as high as 1 in 750,000 or more depending on the genetic uniqueness of the patient. There was no national registry of potential Canadian donors, only an informal list of about 1500 willing individuals. It seemed hopeless, but the town of Powell River, and the RCMP were not willing to give up. It was obvious that if Bruce was to get his transplant, there would have to be a much larger donor base to choose from. The Bruce Denniston Bone Marrow Society was formed to raise funds and lobby government for the creation of a Canadian Unrelated Bone Marrow Donor Registry.

Volunteers, under the direction of the Canadian Red Cross, presented Information and Recruitment Sessions to sign up potential donors. The response was phenomenal. In one session alone, in Powell River, a town of 13,000 people, one thousand people showed up to be added to the donor list. The entire community joined Bruce Denniston's fight, and soon, people all over British Columbia were anxiously watching his progress.

In less than a year, the goal of a national unrelated bone marrow donor was realised. The Canadian Registry was linked with registries around the world, and in December, 1988, a donor for Bruce Denniston was located in Britain.

This was the miracle that everyone had been hoping for. The bone marrow was harvested from the donor in England and flown to Vancouver General Hospital where it was transfused into Bruce. After more than a year of waiting, it looked like he was finally in the clear.

But during the long months of waiting for a donor, the leukaemia had ravaged Bruce's body. He was no longer strong enough to recover from the transplant. He passed away in February, 1989.

His untimely death was a tremendous loss to everyone whose lives he touched. But his valiant fight was not in vain. He helped to enlighten the entire country. *The Canadian Unrelated Bone Marrow Donor Registry*, is Bruce Denniston's legacy. It now contains the names of over 183,000 potential donors, and is available to all Canadians. However, many people still die every year without being able to find compatible donors. There is much work to be done.



The Bruce Denniston Bone Marrow Society, a registered Canadian charity, is in its 12th year. Its scope has expanded to a national level and chapters in Nova Scotia and Newfoundland have joined the BC head office, with others to follow in the near future. The Society continues its crusade to raise money for the expansion and enhancement of the national registry, which is now under the auspices of Canadian Blood Services.

The RCMP has maintained its ties to the Bruce Denniston Bone Marrow Society and continues to spearhead several annual fund-raising projects. Many RCMP members also volunteer to present bone marrow information sessions in numerous locations throughout the country.

In 1999 the Bruce Denniston Society has formed a new and exciting partnership with the *Police Artists Association of Canada*. The P.A.A.C. is a group of fine artists who are by profession, law enforcement members, from various Canadian police forces. The artists,

masters in a variety of two and three dimensional art techniques use their works to raise funds for charity.

The Bruce Denniston Society and the Police Artists Association of Canada made their first joint appearance at the Response 99 trade show in Markham, Ontario, and are in the process of planning a Canada-wide art tour which is to culminate in a gala and auction of the travelling show's art pieces.

The tour is expected to take place in the year 2000, and corporate sponsors are currently being sought to support the endeavour. Proceeds from the tour and the auction will be contributed to the Bruce Denniston Bone Marrow Society for support of the Canadian Unrelated Bone Marrow Donor Registry.

It is hoped that the art tour will accomplish several objectives, including raising critically needed funds, and increasing public awareness of the issues surrounding bone marrow transplantation, the need for bone marrow donors, and the work of the Bruce Denniston Society. In addition to the humanitarian objectives, the tour will also show the creativity sides of many fine artists who happen to be police men and women.

The Bruce Denniston Bone Marrow Society and the Police Artists Association of Canada have both sprung from law enforcement roots. It is fitting that two such organisations join forces to form a life-saving partnership... a partnership sharing one goal: that all people suffering from diseases of the bone marrow, will be able to have hope for the future.

For more information or to make a donation to the Bruce Denniston Bone Marrow Society phone 604 485-8488, Fax 604 485-0052 or check the web page at www.bmarrow.org. To contact the Police Artists Association call 905 898-7471.

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How to spend your summer vacation...

by Mark LaLonde

This summer marks the third year that law enforcement personnel and other interested students from across Canada and the United States will meet in the forests outside of Vancouver to dig up graves, crawl through arson scenes, and assemble skeletal remains.

As part of the Forensic Science Technology Diploma Program, the BC Police Academy, in partnership with the BC Institute of Technology, offers both rural and urban versions of the popular five-day Forensic Anthropology course.

Students are introduced to the principles of forensic anthropology, and shown how these principles are used in the location and positive identification of human remains at homicide scenes. These scenes may be buried, hidden in bushes by a lonely road, or located in a house or a car which has been deliberately set on fire in order to conceal the crime.

In both the urban and rural courses, elaborate scenarios are constructed to create realistic crime scenes. In past years, instructors have been found digging graves out in the forest the night before class, or setting fire to structures and cars which contain a variety of forensic and biological evidence.

Instructors come from such varied backgrounds as police, coroners, fire service and university faculties. Many are world-renowned experts in their field.

In the rural Forensic Anthropology course, students take part in full-day scenarios where they must locate and excavate concealed outdoor graves. In groups, they process the crime scene from start to finish. This includes initial scene analysis, gridding, measuring, recording, screening, excavation, and recovery of the remains and concluding with a debriefing session.

Along with the examination of outdoor homicide scenes, students learn how to collect and preserve entomological evidence. Any death investigator who handles homicide cases older than 24 hours should be familiar with the use collection and use of insects. Prior to each course, pig carcasses (known locally as multiple hogicides) are placed in the forest at varying time intervals to illustrate different stages of decay and the various insect and larvae infestations that occur.

Students who attend the urban Forensic Anthropology course learn how to identify situations where arson has been used to conceal a homicide scene. Clad in white "bunny suits", students slowly work their way through burned out structures looking for physical evidence and skeletal remains. On another day, they process a car that has been deliberately set afire. Like the structure, a variety of evidence has been placed in the car prior to being burned.

Both in lectures and in lab settings, students examine the theories and methodologies employed in the examination of human skeletal remains in order to determine such identifying traits



as racial affinity, sexual morphology, stature, chronological age at time of death, elapsed time since death and socio-economic status.

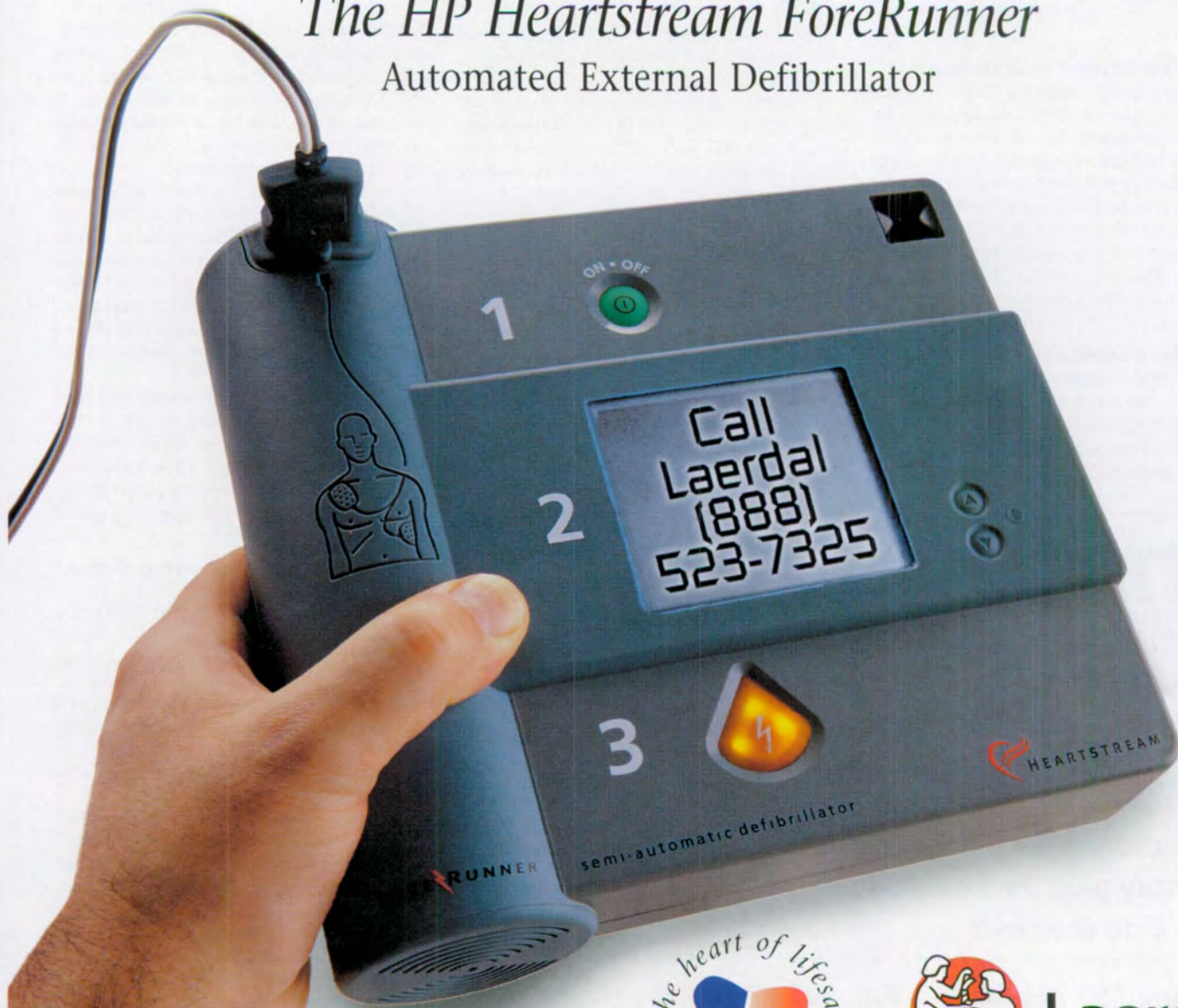
At the end of their five days of training, students leave with the knowledge, skills and abilities to fully document and process an outdoor homicide scene.

Anyone interested in learning more about the summer Forensic Anthropology courses and the Forensic Science Technology Program, can find information at <http://www.jibc.bc.ca> and then click on "Police Academy". You may also phone 604 525-5422.



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Drivers get a clear vision of impaired consequences



Fatal Vision Simulator Glasses are a specially designed and manufactured pair of goggles that simulate the visual impairment caused by drugs or alcohol. Viewing through the goggles is rather clear, but confusing to the mind. Normal movements are affected which produces one of the effects of intoxication. Both the wearer and those observing are convinced that such impairment makes activities with known risks, such as driving vehicles, very dangerous.

The impact is lasting...

The principle underlying the *Fatal Vision* Program is to demonstrate how quickly an impaired driver can turn fun into devastating consequences. Program materials will help you put this dynamic principle into action. When people directly experience impairment while trying to do a task, the lesson sticks. Research shows that those who learn from hands-on experience retain two to four times more than those who learn from just listening or listening and seeing.

How the goggles are being used...

Law enforcement officers are using the goggles in two distinct ways. First of all, they are using the goggles in all of their drunk driving programs. When a police officer or sheriff's officer is making a presentation concerning al-



cohol and/or drug impairment, the goggles are a unique way to 'drive home' the points of the presentation.

Secondly, law enforcement agencies can use the goggles for the training of their own officers. When officers were trained to observe drunk/drugged behaviours in the past, some of the participants were actually intoxicated by alcohol to provide legitimate subjects for observation. Such practices have always been a real concern to the police executives, but a necessary evil. Now much of the behaviour can be observed with a participant wearing *Fatal Vision* goggles instead. This makes the important training safer, cleaner, and even cheaper; with a lot less 'headaches' for all concerned.

Driver education instructors have just begun to see the real advantage of having *Fatal Vision* goggles as a routine portion of their training program. The most dramatic effect of using

Fatal Vision goggles has been that the students are immediately attentive and actually interested in the topic being discussed. They are not 'put-off' by the presentation, they are actually 'drawn-in' to the session. With their full attention on the presentation, they are ripe and ready for the serious lessons to be driven home.

Safety officers for any business that manage a fleet of vehicles can easily include *Fatal Vision* goggles as part of their in-service training. Alcohol/drug impairment is a must for all professional driving programs and *Fatal Vision* goggles can be the difference between a routine boring, almost worn-out session on alcohol and an effective, interesting exchange that will produce safer drivers.

College/university professionals can utilize *Fatal Vision* as an integral part of their alcohol/drug education campaigns. Most campuses across the country today are taking a pro-active approach to address alcohol/drug problems. *Fatal Vision* goggles can be an important part of that campaign.

The organizations using these goggles...

Fatal Vision was introduced at the Wisconsin Governor's Conference on Highway Safety in June of 1996. As of September 1997, customers fall into five categories: 38% Law enforcement agencies, 22% Schools & Universities, 19% Advocacy Groups, 15% Government Agencies, 6% Businesses.

The goggles are now in all 50 states within the U.S. and several foreign countries.

And this is how to get the message across... The most vivid way to teach the impairing effects of alcohol and drugs is to make your participants experience what impairment feels like. *Fatal Vision* is a unique tool. It provides a dramatic opportunity to help people realize that impaired vision is fatal vision.

Some example activities...

These activities present a great opportunity to work in messages about how impairment affects us in everything we do and to constantly

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stress the potential deadly consequences of impairment.

Walk the Line

Standard heel toe, arms at the side, walk a straight line taking nine steps, tight 180 degree turn, 9 steps back.

Stand on one leg

Have the participant stand on one foot, holding the other foot out in front of the body about four to six inches above the floor and count to 30 while balancing on one foot.

Touch an object

Hold a slim object like a ball point pen in front of the participant's face at about their arm's length away. Have them touch the tip of the pen with their index finger, alternating between each hand.

Give a high five

Have the participant give you a high five. Have them do it quickly.

• **WARNING:** As the demonstrator, you must use your left hand. If you use your right hand you may be accidentally struck in the face.

Pick up objects

Toss keys on the floor and have the person wearing *Fatal Vision* go across the room and pick them up.

Throw it

Have the person wearing *Fatal Vision* throw a crumpled up piece of paper into the trash can.

Do dribbling drills

Have the person dribble a basketball from one end of a room to the other. Have them throw the ball back to you when they are finished.

Shoot baskets

If you are in a gym, have participants shoot baskets. This is a good demonstration of how impairment affects us in athletics.

Play catch

Have two people wearing *Fatal Vision* play catch with a soft sponge football.

Manoeuvre a course

Have the person wearing *Fatal Vision* manoeuvre a remote control car through a course.

Do squats

Have a person squat and stand back up while wearing *Fatal Vision*.

Note: To effectively demonstrate the dramatic effect of impairment, have the participants do the activities twice; first without and then with *Fatal Vision*. Make sure you have spotters protect the person doing the activities.

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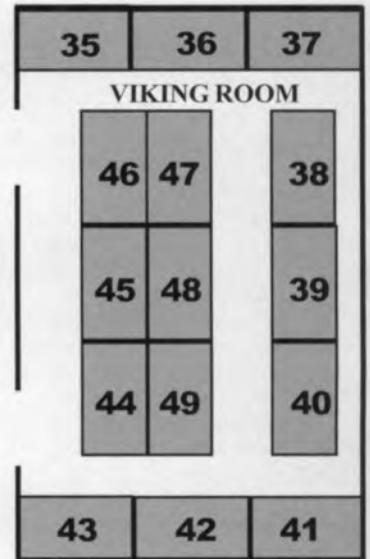
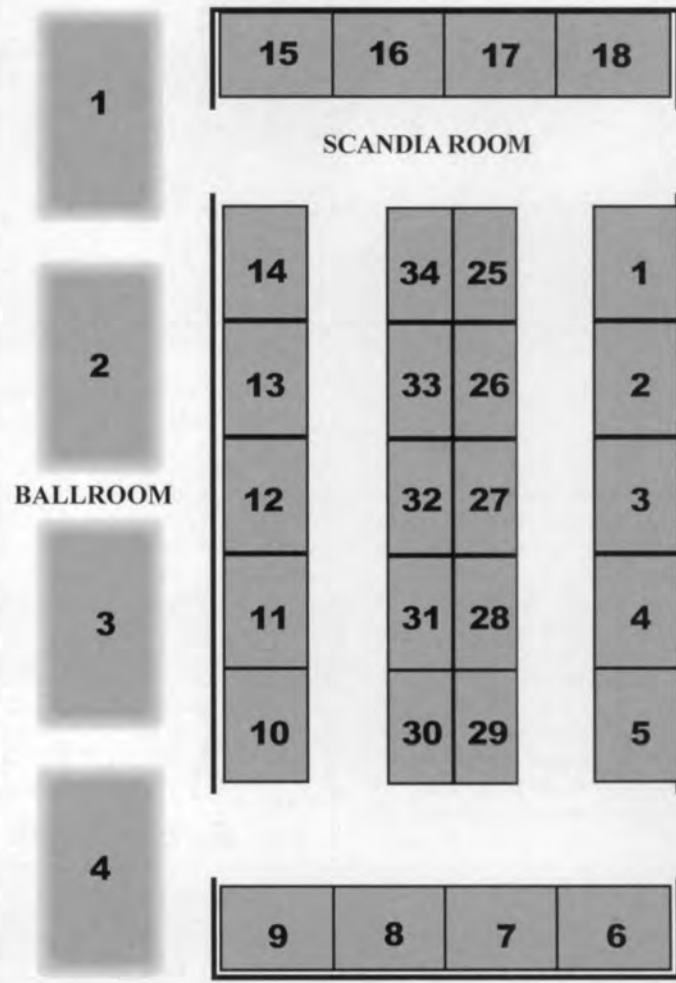
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A new benchmark for police community partnerships

by Karen Moffatt & Fred Geiger

Initiatives in community based policing have taken on a new dimension in the Western Region of the Ontario Provincial Police. For years, co-op students have experienced police "ride-along" programs with various police services. At the London detachment of O.P.P., Westervelt College students are now experiencing diverse hands-on training which includes interaction and participation with the various operational specialty units and community programs.

Experiencing front-line service

After an initial screening process, students are invited to the local O.P.P. detachment to participate in working four hour shifts which commence after their full day of studies at the College. Students situated beside dispatchers, experience the "real thing" by seeing the actual emergency call for service unfold. They interact with the communications staff and get a real sense of how calls for service are handled by professionals. Students also assist the Technical Identification Services Unit at London with the preparation of photographs of "actual" cases which will eventually be processed through the courts.

These students are the first to commence such a program at the London Detachment, which includes assisting with after-hour reception duties. Students have quickly learned the realities of policing. Initially there were moments of boredom when the phone lines weren't busy and the administrative assignments had dried up, but in the next seconds, a frantic phone call was being answered by the same student who was instantly converted into a problem solver.

Paul Bois, a recent graduate of Westervelt College's Police Foundations Program states "It's a great experience. Witnessing how everyone interacts for a common purpose has helped develop a better understanding of the complete picture."

Community comes first

Westervelt students have attended community policing committee meetings in the London detachment area. In agreement with the college, students have been assigned "real community" issues to problem solve, and present.

The students have already received their first assignment involving a traffic issue in front of a local elementary school located in North Dorchester Township. The community policing committee had already completed an initial survey and taken photos. The Westervelt students were asked to take this raw data, analyse and develop it, then provide the community with solutions and strategies on how to solve this community issue.

In March, Westervelt students made a presentation of their findings to the N. Dorchester Community Policing committee. Their suggestions are now being taken to town council. These activities have been a benefit to all parties involved. The result is a rather steep learning curve allowing students to develop many of the core competencies necessary for a career in policing.

Dr. L.A. Doerr, Chairman of the Board at Westervelt College states "This partnership with the O.P.P. and the community coincides with the



College's long-standing practice of providing hands-on career orientated training wherever possible."

Expanding Program

The success of this program has spread rapidly throughout communities within the area. Requests to become part of this partnership have increased dramatically. Future plans include involvement in the "Citizens on Patrol Program" which is presently running out of the town of Exeter. Students will ride along with community members to be the eyes and ears for the community and be directly involved with all safety related issues contributing to the town's overall goal of a safer community.

Westervelt students have been exposed to the grass roots of policing with their involvement in the communities, the public, police officers, and citizens which make up the operational framework of a police detachment. These students will have undoubtedly learned about the diversity that accompanies the job of being a police officer.

As learning is a two-way experience, the benefits the police officers derive from interaction with well trained students of this program, assists everyone in supplying the communities with a multi-faceted response and service which is second to none.

Officers and students function as a "team" responding to community/police issues solving problems and planning future response options through early identification. The application of well thought out plans, results in success and safer communities for all parties involved. The success of this program and others, are as a result of dedicated instructors and students at Westervelt, trained police officers, community input, and a cooperative effort. Initiatives such as this, clearly demonstrate the way policing must continue now and in the future.



Westervelt graduate Paul Bois receives instructions from Constable Myra Rusk, while working at the London OPP detachment.



Westervelt Cadets Gareth Harris and Sarah Rose make a presentation to the Dorchester Community Policing Committee

Staff Sergeant Karen Moffatt is the detachment commander of the Ontario Provincial Police office located in London, Ontario. Fred Geiger is the Dean of Academic Studies, and has developed the Police Foundations Program offered at Westervelt College.

Safer communities through police training

by Len Hughes



The method of training and selecting police recruits in Ontario has been the subject of considerable examination over the last few years. In particular, the Police Learning System

Advisory Committee has conducted a study of police recruiting and training issues. Certain decisions have been made based on the Committee's recommendations.

The following article has been prepared to inform stakeholders of these decisions and subsequent changes to the police recruit system of education, selection, and training. It is also intended to inform stakeholders of the related processes involved in becoming a police officer in Ontario, especially those groups and individuals who are not completely familiar with the many steps in the process.

Introduction

The goal of police education, selection, and training is to support and improve the quality of Ontario's police officers, so that they can help make our communities safer places to live.

The purpose of this communique is to inform police stakeholders, educators and individuals seeking a career in policing of the changes that are being made to the system of police recruit education, selection, training and development in Ontario.

Background

In 1989, the Working Group on Short-Term Issues Facing Police Training was formed by the Ministry of the Solicitor General to review immediate police training issues at the Ontario Police College. The Working Group's endeavours indicated a need for a more strategic review of police training, education, and development. Consequently, in the Fall of 1990, the Strategic Planning Committee on Police Training and Education was established by the Government of Ontario to address in a more strategic manner the longer-term issues related to police training, education, and development. The Committee's 1992 Final Report and Recommendations contained eighty-six different recommendations.

In March, 1995, the Solicitor General and Minister of Correctional Services announced the formation of the Police Learning System Advisory Committee to advise on the implementation of the recommendations of the 1992 report. The Committee began by submitting a detailed plan to address the recommendations about police recruit training.

In the Spring of 1998, the Solicitor General and Minister of Correctional Services communicated his support for the Advisory Committee's plan, including implementation in September, 1998 of Police Foundations, a program of post secondary study designed to prepare individuals for a career in policing. However, the Minister decided not to make Police Foundation a mandatory requirement for police candidates at this time. A standardized, province-wide examination, known as the Police Qualifying Examination, is planned for implementation effective May 1, 2000 as a requirement for police candidates. The police-

specific skills training program at the Ontario Police College will be enhanced with the implementation of the Application of Knowledge and Skills Training (AKST) program in September, 2000. The implementation of Police Foundations, the PQE and the AKST program represents a significant change in the police recruit system in Ontario.

The Police Recruit System of Education, Selection, and Training

Individuals seeking a career in policing must now successfully pass through a comprehensive system of education, selection and training to become police officers in the Province of Ontario. This system is divided into pre-employment and post-employment stages.

PRE-EMPLOYMENT STAGE

Police Foundations

As of September 1998, most Ontario community colleges and a number of private career colleges are offering the Police Foundations program of study. The program includes study in criminology and law, political science and public administration, ethics, community and social services, racial and ethnic diversity, communication and interpersonal skills, and community policing. Police Foundations is the recommended preparation for a career in policing and for taking the Police Qualifying Examination. However, the Ministry needs to resolve a number of operational issues before it is willing to revisit the decision not to make Police Foundations mandatory.

Constable Selection System

The Ontario Association of Chiefs of Police and the Ministry have implemented the Constable Selection System throughout Ontario. It is a standardized process to assess a candidate's suitability for the position of police constable. It includes the following elements: pre-interview assessment and testing of aptitude, written communications, and physical skills and abilities; a job simulation exercise to measure the candidate's interpersonal skills and judgement; an interview to assess essential competencies; and a thorough background investigation, including credit and reference checks and psychological testing. Candidates can obtain further information about the selection process from the police service they are applying to for employment.

Police Qualifying Examination

Effective May 1, 2000, the Police Qualifying Examination (PQE) is planned for implementation as a requirement for police candidates.

The purpose of the Police Qualifying Examination (PQE) is to test the knowledge encompassed by Police Foundations as a prerequisite for attending the AKST program at the Ontario Police College. In addition to examining candidates on their knowledge of police-related law, knowledge of the



criminal justice system, community policing principles, social sciences, racial and ethnic diversity, and communication skills will be tested. Candidates can prepare for the examination by enrolling in Police Foundations at a post-secondary institution, or through a program of self-study.

The PQE is currently being developed by a working group composed of police and educational representatives, and Ministry staff. In the spring of 1999, the Ministry will begin to distribute information about how to prepare for the examination.

POST-EMPLOYMENT STAGE

• Upon hire by a police service, recruits receive a brief

orientation to the police service, and are prepared to attend the Ontario Police College.

• At the Ontario Police College, recruits are trained in a variety of police-specific skills.

• Effective September, 2000, the training provided at the Ontario Police College will be enhanced with the implementation of the Application of Knowledge and Skills Training (AKST). This program will apply the knowledge tested by the PQE. In an intensive program of realistic scenarios and practice sessions, recruits will be trained to apply the law to police situations; to use police resources and techniques in an appropriate and effective manner; and to promote the principles of community policing.

• On graduating from the Ontario Police College, recruits return to the police service for local procedures instruction, and an extended period of training and supervision by a coach officer.

• After successfully completing local procedures and coach officer training, recruits assume regular police constable duties.

• At regular intervals, police constables receive training at the local police service, as well as refresher training, police specialties training and developmental opportunities offered by the Ontario Police College, and other police training and development institutions.

Making Communities Safer Places

In its ongoing effort to make Ontario communities safer, the Police Learning System Advisory Committee is now preparing for the Solicitor General and Minister of Correctional Services a detailed plan for police leadership and management training.

Further Information

As further information becomes available it will be shared with *Blue Line Magazine*. If anyone has further questions, please call Len Hughes at (519) 773-4277, or Greg Brown at (519) 773-4298.

Len Hughes is the Deputy Director of Police Learning Systems with the Ontario Police College. He may be contacted at 519-773-5361 or Fax 519-773-5762.

RESPONSE 99

The Canadian Law Enforcement and Police Exhibition

Blue Line Magazine's THIRD annual trade show was a huge success

April 20 - 21, 1999

Photo essay by - Dave Brown





The Winners Are...



Response 99 proved to be the most popular yet with over 1,000 pre-registered attendees and 80 exhibitors who greeted them. As one exhibitor put it "we are all winners at this show."

In the midst of all the hubbub at *Response 99* there were some real winners. Shown above from the left are exhibitors from Trek Hall, Ontario Police Supplies and Winhurst Technologies. These exhibitors won free advertisements in *Blue Line Magazine*.

In addition to the Trade Show there were over 80 attendees to the two-day *Surveillance Seminar* held in the lecture halls attached to the *Response Trade Show*. The popularity of this event has encouraged *Blue Line Magazine* to hold a similar set of seminars next year. Keep an eye on up-coming issues as the plans for next year become formalized.

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Meeting the challenges of the new Millennium



For the past two decades R. Nicholls Distributors has been the premier supplier to Canadian Law Enforcement, Military, Security and Fire agencies. Partners Bob Nicholls and Harry Fried have always stood by their commitment to provide these markets with high quality, dependable and innovative products at competitive prices. This is a position that they intend to continue well into the next millennium and the many changes undergone in the past year are indicative of this commitment.

The first of many changes was implementation of an ISO9002 standards team to assess the company's present operating standards and to prepare the company for certification. In January 1999 this goal became a reality as R. Nicholls was certified by SGS International Certification Services Canada Inc. as meeting all of the requirements of the ISO9002 for both distribution and manufacturing. To date they are the only law enforcement distributor in Canada to have completed such a rigorous certification process successfully.

As with any successful operation R. Nicholls was finding that their present warehouse and manufacturing facilities were not meeting the changing needs of the company. In September 1998 a new expanded warehouse space was added to the present building, more than doubling the size of their facility in Longueuil from 30,000 to 65,000 square feet. The new warehouse now features new equipment and improved racking and storage systems to keep more items in stock, while at the same time making them more accessible and easier to ship. In addition this has enabled the company to implement more security measures for the storage of restricted products, in order to exceed the new Government legislation, and ensure that these items are properly identified and tracked at all stages of the company's involvement.

This increased space has enabled the company to consolidate all of their manufacturing into the main office location. Armour of America (Canada), Shuriken Leather and part of Anna's Career apparel are now all under one roof. Each of these facilities has been redesigned and laid out to work more efficiently and maintain a high ISO quality control standard.

Following the recent release of the Traditions-4- clothing line, and introduction of the new Stretch Fabric, R. Nicholls is going one step further. The increased space has allowed them to

implement an In-Stock Traditions-4- Uniform Program where the central products in the Traditions-4- line are on the shelf and can be shipped within 48 hours. While made to order lines will still be available, this new approach will enable many more departments to order only what they need and not try to store and keep their own warehouse of products.

The implementation of a central Customer Service department and order desk with a toll free number (1-888-442-9215) that can be reached from across Canada, will enable customers to get the answers they need and place orders directly. Sales representatives can also be reached using this number, and one can leave a message to arrange product demonstrations or any other need that may arise.

For almost a year and a half R. Nicholls has been aware of the impending Year 2000 bug (Y2K) and has taken measures to correct all potential computer problems. A team was assigned and together with outside consultants they analysed and corrected potential problems. This included a thorough inventory study of all product lines as well as all internal systems. As a result of their findings, many systems were replaced or upgraded including the central computer mainframe. The company took the opportunity to purchase the latest in technology acquiring a new IBM AS400 system. In addition to resolving any Y2K issues this system has improved the access to information within the company. As a result of all of these measures R. Nicholls is anticipating no disruption in their service in the Year 2000.

Also on the road to technology R. Nicholls has increased their infrastructure so that all office employees can now receive and send information via email, with over forty different addresses created. In addition to making the employees more efficient it has also made the company much more accessible to customers. In the changing work environment many cli-



ents have been embracing this technology. It is now the preferred method of communication for many of the company's customers from across the country. In addition the company has been working on a new web page which should lead to more and more transactions being done over the internet rather than through traditional methods.

R. Nicholls has always been committed to high quality products and customer satisfaction and as the recent changes would indicate it is something they intend to continue well into the future. In the last few years they have seen many changes in the world of policing. It is important that police departments and their corporate partners work together to meet the needs of the community. It is to this end that R. Nicholls has been trying to stay one step ahead and always ensure that they meet their customer's needs.

For further details call 1-888-442-9215

CoolMax shirt ideal for body armour



Flying Cross by Fechheimer has added to its line a new short sleeve shirt in five colours which takes advantage of the latest fabric technology to keep officers cool when the heat is on.

It's made with a new high-performance blend of 65 per cent CoolMax and 35 per cent polyester. The CoolMax is specially engineered to wick moisture away from the skin and channel it to the fabric surface for quick evaporation, keeping the wearer cooler and drier. Its 9-91/2 ounce knit providing stretchable comfort makes it the perfect fabric to wear over body armour and perfect for bicycle patrols where stretch and mobility are important. An additional benefit is the material is cool and light, but it is not transparent so it hides body armour well.

Flying Cross by Fechheimer has taken advantage of the latest technology offered by Dupont in developing an ideal fabric. By blending CoolMax with polyester in place of cotton, worries about fading and shrinkage are eliminated. The mix of CoolMax and polyester also does a better job of keeping the wearer dry. Moisture is channelled to the surface promoting evaporation instead of being absorbed by the fabric. This blend provides greater durability and comfort, thereby offering excellent value.

Also, bicycle officers wanted the look of an officers shirt rather than a civilian polo shirt. The new shirt has five sewn-in military creases, two in the front and three in the back. It features cross-stitched shoulder straps, pleated pockets with scalloped flaps, and a placket front with convenient zipper and a badge sling. Extra long tails keep the shirt tucked in for a more professional appearance.

The shirt is offered in white, black, and two shades of blue including LAPD Blue and Midnight Blue. The Midnight Blue shade coordinates well with Fechheimer's popular Alitta Bicycle patrol navy Supplex material featured in its stylish and highly functional jackets, pants and shorts. The LAPD shade coordinates with Flying Cross by Fechheimer's LAPD trousers for departments who adopt the shirt for everyday cool, dry comfort. The black, of course, coordinates with Fechheimer's Alitta black high-impact jackets, pants, and shorts. The fifth shirt colour is silver tan that has all the same features as the other colours except it has plain pockets with scalloped flaps instead of pleated pockets.

Fechheimer's Alitta jackets are available in solid navy or black and two-tone jackets with zip-off sleeves are offered in navy/royal, navy/gold, and black/gold. The SuperShort and High Impact Pants are offered in navy, black and green, in both lined and unlined versions. The Supplex outershell by Burlington is soft and supple with impressive wicking and quick drying features for comfort and mobility.

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Kodak updates digital camera line

In the rapidly growing and competitive digital camera market, Kodak is proving to be an aggressive competent competitor with the release of three new cameras

by Tom Rataj

In March of the year, Kodak Canada announced the launch of three new digital cameras to fill out and update its already extensive offerings.

New to the line-up is the entry-level DC200-Plus, a basic mega-pixel (more than 1 million pixels, or picture elements) camera in an attractive charcoal grey body similar to the previously available DC210 and DC210-plus.

Filling out the middle of the product line is the new DC240, which features a newly designed, slightly more compact body, higher resolution image sensor, and a zoom lens.

The new top-of-the-line consumer market camera, is the DC265, which offers faster start-up and shot-to-shot processing and an astonishing new higher resolution mega-pixel image sensor.

All three cameras include a colour LCD preview/review screen on the back that doubles as the set-up screen to change camera settings. The lower end cameras have 1.8" LCD's while the top-of-the-line camera features a slightly larger 2" screen. Picture resolutions can be changed on the fly, allowing users to set the resolution of each individual shot dependant on the final use of the picture.



DC200

Entry Level

The new DC200-Plus is a nice package, although it appears to be one of those marketing driven offerings. It has true mega-pixel (1152 X 864) resolution, making it capable of capturing images that can compare to colour negative film prints up to 5 x 7 in size. Like some of its predecessors, it offers all the convenience of a decent quality point-and-shoot pocket camera, without the need for film. Priced at under \$600,

this camera is an attractive offering in the overall digital camera marketplace.

Improving on the previous generation camera, this new camera is noticeably faster in all areas. Battery life is advertised to be 20% better, which is a good thing, because the camera comes without a 9 volt adapter, making the user rely entirely on the batteries (or purchase the accessory kit for an additional \$150). The accessory kit is a decent deal, because in addition to the adapter, it also includes a case and an additional Kodak picture card (8MB). The camera ships with only a 4MB card, which is capable of storing between 13 and 60 pictures dependent on resolution settings.

The feature most obviously missing on this model is any type of zoom feature, optical or digital, limiting the creativity of the user. The lens is however threaded to accept standard-mount accessories, which allows for the addition of coloured or other creative filter options.

This camera also still uses a serial interface for connecting to PC's, and ships only with Kodak's Picture Easy software and mounting software. A Macintosh connecting kit is available as a \$39.95 option.

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DC240

All New

The all-new "industrial-design" of the DC240 sets it apart from the rest of Kodak's Line. While I only had a few minutes to try this camera, I found it to be a pleasing slightly smaller package that offers a host of newer features that make it an attractive offering.

Starting with a slightly higher resolution sensor than the DC200-Plus, the DC240 ships with an 8MB Kodak picture card, rechargeable nickel metal hydride (Ni-MH) AA batteries and charger, as well as serial and USB connections and cables. In addition to the Kodak Picture Easy software, it also includes Adobe PhotoDeluxe (an image editing package), and Adobe PageMill (an Internet Web Page publishing tool). Also built into the camera are special effects features that allow users to choose between plain colour pictures, black and white mode, sepia (giving pictures a reddish-brown antique look), and a colour border mode.

A 3X optical zoom, auto-focus lens, dramatically increases the versatility of this camera over the DC200- Plus. The rechargeable batteries are also a nice touch, since digital cameras are still fairly tough on batteries. With a street price of around \$1,000 this camera would be my pick.

Top Of The Line

The new top of the line DC265 is an enhanced version of the previously available DC260. This is a larger format camera than the other two, and offers a wide range of features aimed more at the commercial user. With its 1536 X 1024 pixel resolution, this camera can capture images equivalent to 8 X 10 colour print film enlargements.

In keeping with the general direction of the computer market, this camera features a USB interface, although it also has the old serial con-



DC265

nection as well. A 16MB Kodak Picture card ships with the camera, as does a set of Ni-MH batteries with charger. The same software package as the DC240 is also included.

Several features that really set this camera apart include audio playback, which allows users to attach short comments to pictures. It also features a hook-up for an external flash. A unique digital scripting capability allows the camera to be programmed to perform a wide variety of functions in a manner similar to macro programs in word processors and other software.

As with its predecessor, the DC265 has the ability to provide audio feedback to the user for certain functions. Since digital cameras use solid state electronics for all picture-taking functions, it is often difficult to know that the picture has been taken. To overcome this lack of feedback, this camera provides a small sound effect that sounds like a shutter release and motor drive advancing a film when the user takes a picture.

With a \$1,400 street price, this camera is a serious business tool with excellent picture taking abilities. It is also a hefty camera that is a little on the large size. Look for a review of this camera in a future issue of *Blue Line Magazine*.

Software

All three cameras ship with Kodak's Picture Easy 3.0 software which provides a simple non-computerish front end for retrieving pictures from the camera, doing basic image corrections, filing of images, and camera set-up and control. It also has the ability to interface with scanners and other image handling hardware, providing a convenient one-stop solution.

As with previous versions of this product, version 3 also suffers from the current trend in making software products with too many flashy non-Windows features. Instead of sticking to Windows standards, this software introduces too



many of its own user interface features that make it necessary for new users to learn how the product's interface works instead of learning how to accomplish the tasks they want. Not to say that it is difficult to use, but the interface interferes with the use of its features.

Connection

All three cameras still support the standard old computer serial port connector, which is a little overwhelmed by digital images being transferred from the camera to the computer. Transferring a dozen high-resolution images from the DC200-Plus took almost 10 minutes via its serial port connection. The Universal Serial Bus (USB) is the new standard general-purpose computer connection system that is finally taking hold in the marketplace. Significantly faster than the serial port connection, USB also simplifies initial set-up by being designed to be completely Plug-and-Play. Unfortunately a DC265 was not available at the time I prepared this article, so I was unable to test the USB connection.

Conclusions

While the computer market has demonstrated an amazing level of advancement in the last couple of years, digital camera technology seems to be moving forward at an even more hectic pace. A digital camera with the same feature set at the entry level DC200-Plus retailed for more than twice the price this time last year. The push towards mega-pixel resolution in the entry-level market is a great development, since it provides images with a quality level almost on par with colour negative film. Advances in power management and increases in processing speed now make digital cameras even easier to use.

For complete specifications and available accessories, check out Kodak Canada's website at: www.kodak.ca.

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Articulable Cause - Authority to detain and search

by Gino Arcaro

A little known but significant authority to detain and search is the common law "articulable cause" authority. This article examines the relevant case law principles and procedures, in response to a request from a police service, regarding an investigation relating to the authority.

Circumstances

The police received information from a confidential informant that members of a certain gang always carried knives. The information was not directed to a specific person, but rather to the entire gang. The belief constituted mere suspicion only, not reasonable grounds, which was insufficient to do a weapons search under sec. 117.04 C.C.

Two police officers saw a gang member walking. The officers approached and told the pedestrian, "stop, I want to talk to you." The pedestrian complied and kept his hands in his pockets. The officers instructed the person to remove his hands from his pockets. The pedestrian refused. One officer took hold of the person's one hand and took him down during a struggle. The officers detained the person for the purpose of obtaining identification documents and searched him. The police found a lock blade knife in the pedestrian's pocket and false identification. The pedestrian was charged with carrying a concealed weapon.

ISSUE: Do the police have the authority to detain a person for investigative purposes without making an arrest?

This issue is one that has daily significance for police officers. Section 495 C.C. specifies when the police may arrest without a warrant. That provision does not authorize arrests based on mere suspicion.

A common problem that occurs during an investigation, particularly during the preliminary investigation shortly after the offence occurred, is that mere suspicion exists and the police find a suspect. The officer has a duty to investigate the suspect but has no statutory authority to arrest a person in the absence of reasonable grounds to believe that the person committed an indictable offence. In other words, no statutory

law authorizes the detention of a suspect for the purpose of elevating mere suspicion to reasonable grounds.

One method of questioning a suspect, when only mere suspicion exists, is by consent. The consent procedural guidelines are found in case law. A second possible method is a common law authority that allows the detention of a suspect based on "articulable cause". The prominent case that provides the most valuable explanation was made by the Ontario Court of Appeal in *R.v. Simpson* (1993). The British Columbia Court of Appeal adopted the principles and procedures explained in the Simpson case, in *R.v. Ferris* (1998).

The common law "articulable cause" authority is not specific. It is a vague authority that has been interpreted in case law. However, this issue has extreme significance for police officers to determine whether a suspect may be detained on mere suspicion for the purpose of trying to form reasonable grounds to make a lawful arrest.

Common law "articulable cause" authority

In the Simpson case, the Ontario Court of Appeal made the following significant ruling: the police have authority to detain persons for investigative purposes, without making an arrest, if the detaining officer has "articulable cause" for the detention.

The same court applied this authority in the reasons for making a judgement in *R.v. Godoy*. In 1999, the S.C.C. confirmed the Godoy case and stated that the judgement made by the Ontario Court of Appeal was correct. This circumstance supports an argument that this authority, to detain, is part of a binding decision that applies anywhere in Canada.

The basis for the Simpson decision was made on the following criteria:

- In *R.v. Dedman* (1985) the S.C.C. ruled that the police had common law "ancillary power" that justifies random vehicle stops in the course of enforcing laws relating to vehicle operation.
- The Dedman case created a general common

law authority to detain for investigative purposes where reasonable grounds does not exist if certain criteria, which was established in *R.v. Waterfield* (1964) and confirmed in *R.v. Knowlton* (1973) and *R.v. Stenning* (1970) is met.

- The Waterfield case created the "ancillary power doctrine" which states that the common law authority exists if:
 - a) the police conduct is imposed by statute law or recognized at common law, and
 - b) whether the conduct involved an unjustifiable use of powers associated with the duty.
- The "justifiable use of police power" was explained in the Simpson case. Justifiability of police conduct is dependent on the following factors:
 - a) the duty being performed
 - b) the importance of the performance of the duty to the public good
 - c) the extent to which some interference with individual liberty is necessitated to perform the duty
 - d) the liberty that was interfered with
 - e) the nature and extent of the interference.


The term "articulable cause" is not found in any Canadian statute and is rarely, if ever, spoken in law enforcement. It is an American phrase adopted by the Ontario Court of Appeal and apparently confirmed by the S.C.C. The definition of "articulable cause" is:

"a constellation of objectively discernible facts which give the detaining officer reasonable cause to suspect that the detainee is criminally implicated in the activity under investigation."


In other words, it means a mere suspicion that a person has committed an offence. A "hunch" based entirely on intuition gained by experience does not constitute articulable cause even if the "hunch" proves to be correct. Therefore, a "guess" that is later proven accurate is not articulable cause because there is no factual basis for the belief.

The first step in a prosecution involving a detention based on mere suspicion is to prove the existence of articulable cause. However, if articulable cause is successfully prove, the detention is not automatically justified. The following two examples explain this rule. Articulable cause exists in both cases. Detention is not justified in the first example. The second example shows a justifiable detention.

- #1. A reasonably-based suspicion that a person committed some property related offence at a "distant point in the past" constitutes articulable cause. However, this type of articulable cause does not justify the detention of that person for questioning.
- #2. A reasonable suspicion that a person has just committed a violent crime and is in the process of fleeing from the crime scene is articulable cause that may justify a detention to quickly confirm or refute the suspicion.



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Additionally, the existence of articulable cause may justify a brief detention to ask for identification but would not justify physical restraint and an extensive interrogation.

The Simpson case provides an example of circumstances that do not constitute articulable cause. A police officer stopped a car that had been at a suspected "crack house". The officer's suspicion of drugs being in the car was based on an internal police memorandum written by another police officer. The information originated from an unknown source and it was unknown how old or new the information was. The officer knew nothing about the driver or passenger other than that they had visited the house. The officer asked the occupants to get out of the car. Questions about identification and past record were asked and answered. The accused stated that he had been in trouble for theft and a "a knife" but he did not have possession of the knife currently. The officer saw a bulge in the accused's pocket and asked what was in the pocket. The accused replied, "Nothing." The officer asked the accused to remove the item. As the accused began to do so, the officer grabbed the accused's hand and removed a bag of cocaine.

The Ontario Court of Appeal ruled that the officer had no articulable cause for detention. The court made the following significant rulings:

- "attendance" at a location believed to be the site of ongoing criminal activity is a factor which may contribute to the existence of "articulable cause."
- however, where this is the sole factor and the information is of unknown age and reliability, no articulable cause exists.

The cocaine was excluded under sec. 24(2) Charter because of the severity of the Charter violations committed. If the court had perceived the Charter violations as being less severe, the drugs may have been admissible.

In summary, the following are the significant elements of the decision:

- the court stated that until Parliament makes statutory amendments, the common law authority for the police to detain persons for investigative purposes when mere suspicion exists will be regulated by the case law guidelines found in *R.v. Waterfield*.
- the "articulable cause" authority is supported by case law. The existence of articulable cause does not automatically justify a detention.
- the existence of articulable cause justifies a brief detention to ask for identification, but does not justify any physical restraint or extensive interrogation. Therefore, refusal to produce identification is not an offence and does not justify physical detention.

The British Columbia Court of Appeal, in *R.v. Ferris (1998)* agreed with the Ontario Court of Appeal that investigative detentions based on articulable cause are lawful. The circumstances of that case are as follows:

The accused was charged with possession of cocaine for the purpose of trafficking. The accused was a passenger in a car that was followed by the police. A routine computer check by the officers revealed that the plates on the car had been reported stolen. Three occupants

were in the car.

The officers formed a belief that:

- the car itself was likely stolen
- it may have been used in a violent crime
- the occupants may be armed.

The officers stopped the car. The driver opened his door and immediately ran. One officer pursued him. The remaining officer approached the stopped car with his gun drawn. The accused was seated in the front passenger seat. Another occupant sat in the back. The occupants were told to get out of the car. The officer told the accused that she was "under investigation for possession of stolen property" and then handcuffed her behind her back. A "pat down" search was conducted. Upon request, the accused identified herself verbally and stated that her identification was inside a waist pack that she was wearing. The officer searched it for I.D. and weapons. Two ounces of cocaine were found and seized. The accused was arrested and informed of her right to counsel.

The B.C. C.A. made the following rulings:

- a common law police authority does exist to detain a person during the course of a police investigation
- the stolen plates indicated an intention to avoid identification and detection. Combined with the driver's fleeing from the car, it was reasonable to suspect that the occupants had committed some type of crime
- it was "beyond dispute" that articulable grounds existed to detain the passengers to determine what criminal activity was occurring

- the police were justified to search for weapons in this case
- a search for weapons as an incident to detention is justified if the police believe that the person detained is carrying a weapon. In proper circumstances, the police have authority to search for weapons as an incident to an investigative stop. A search in these cases must be proven to have been reasonably necessary, which it was in this case.
- the scope of the search was reasonable. Both the "pat down" and search of the waist pack were justified by the circumstances of this case. A reason given was that the police were conducting a spontaneous investigation as opposed to a planned investigation.

Two other recent cases illustrate examples of circumstances that constitute articulable cause to detain for investigative purposes:

- 1) *R.v. Yamanaka (1998)* Offence: Possession of instruments for the purpose of breaking into a coin-operated device.

Circumstances

At 5:30 a.m., the police received several 911 calls about possible gunfire on a specific street. Two officers were separately dispatched. The first officer saw the accused standing near a parked car and accepted his explanation that the car had broken down after backfiring. The second officer looked in the car and saw drywalling equipment. He noticed that the accused was closely holding a gym bag. He became suspicious about the explanation and suspected the

..... continued page 40



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accused caused the reported gunfire. This officer asked to look in the gym bag for firearms. The accused agreed and the officer found the instruments. The officer later testified that he would have searched for firearms regardless of whether consent was given.

B.C. C.A. ruling: The accused was convicted at his trial and the British Columbia Court of Appeal dismissed the accused's appeal. The court made the following rulings:

- the principles of the Ferris case governed this case
- the circumstances constituted articulable cause to both:
 - a) temporarily detain the accused for the purpose of investigating the gunfire complaint, and
 - b) search the accused for weapons
- the justification for searching was stronger in this case than in the Ferris case because of the gunshot complaints. It did not matter that the first officer believed the accused's original explanation. The second officer was not bound to make the same conclusion.
- the court also made an interesting comment. The Crown conceded at the trial that the accused had not given genuine consent, "although anyone but a lawyer or a judge would probably think he did." Genuine consent was not essential to the lawfulness of the search.

R.v. Lal (1998)

Offences

1. Possession of a concealed weapon
2. Possession of an unregistered restricted weapon

Circumstances

Two brothers had been killed as part of a gang-related feud regarding drug trafficking. Officers were assigned to protect the home of the remaining family members.

One of the officers received information from his superiors over a computer terminal that the occupants of a specifically described car (including plate number) were to be considered armed, dangerous, and a threat to the house being guarded. Five days later, the officers saw the car and stopped it two blocks from the guarded house. The officer stood behind the car with his gun drawn. The driver held documents out the window of the driver's door while his hand shook vigorously.

The driver was asked to step out and he was searched. The officer unbuckled a pack that the accused was wearing around his waist. The pack fell to the ground because of its heavy weight. The pack was opened and a loaded semi-automatic pistol was found and seized. The accused was arrested.

At the trial, the officer testified that:

- he had "no idea of the source of that information or of the reliability" other than it was sent by his corporal, who was not called to testify
- the accused had no criminal record and was unknown to the police
- the reasons for the search were; concern that the accused possessed a firearm, and, to protect his own safety and the family he was guarding.

B.C. C.A ruling

The accused was convicted at his trial and the British Columbia Court of Appeal dismissed

his appeal. The following rulings were made:

- there are two general methods of forming a belief:
 - a) "conclusory statement"
 - b) "totality of the circumstances"
- A conclusory statement refers to information from a source that is simply a conclusion without the facts that led to the conclusion. There are no reasons or supporting details that show how the conclusion was reached.
- Totality of the circumstances refers to a combination of all the factors that compose an officer's belief. There are three general factors that a judge will consider:
 - a) was the information that was received compelling?
 - b) if the information was based on a "tip" originating from a source outside the police, was that source credible?
 - c) was the information corroborated (supported) by police investigation?

The "totality of the circumstances" refers to more information than a simple conclusory statement.

- a mere conclusory statement will not constitute articulable cause. Additional independent circumstances must support the belief.
- articulable cause must be based on the "totality of the circumstances".
- the standard of mere suspicion (articulable cause) is "less demanding" than for reasonable grounds. Therefore, proving reliability of information that led to articulable cause also is less demanding than proving reliability for reasonable grounds information.
- in this case, the information that caused the officer to detain the suspect and conduct the search was analysed by the court as follows:
 - i) the information received by the corporal was largely conclusory but it did contain some detail.
 - ii) this car was "said to be connected in some way" with two murders and later found two blocks from the victims' family. Combining these facts constituted articulable cause based on the totality of the circumstances. The officer had mere suspicion that permitted him to make an investigative stop of the car. The totality of the circumstances eliminated the possibility of a coincidence. Therefore, the detention was lawfully based on articulable cause.
 - iii) the search for weapons was justifiable under the circumstances because articulable cause existed to stop and detain the accused, and there was a suspicion of further violence.

Note: The Lal decision has been appealed to the S.C.C. No decision had been made at the time of publication.

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In addition to being Blue Line's Legal editor Gino Arcaro is the author of *Criminal Investigation - Forming Reasonable Grounds*, *Basic Police Procedures and Impaired Driving - Forming Reasonable Grounds*. All three texts contain current (1999) material. Additionally, he provides consultation to law enforcement officers through this column. Please forward any question via email to garcaro@niagarac.on.ca.

The Police Leadership Forum's Leadership Award

by Scott Bleecker

The Police Leadership Forum's first annual *Leadership Award* - conferred for Attitude and Creativity in Leadership - will be presented to the successful nominee at the Forum's 4th Annual Leadership Conference planned for September 26-28, 1999 at Windsor, Ontario.

The *Leadership Award* - established to recognize and encourage a standard of excellence that exemplifies "Leadership as an Activity, Not a Position" - was instituted to increase the effectiveness, influence and quality of police leadership in Canada from an organizational and community perspective.

While communities and police organizations have traditionally recognized police officers and the public for special acts of heroism and dedication to public service, the Forum believes that

visionary men and women need also to be recognized as ethical role models and agents for change.

Award Categories

The award may be conferred upon an individual who showed leadership in a specific initiative or strategic endeavour as well as for distinguished visionary service to the broad police community. The award may also be presented to a team of people who conceived and initiated a project that serves as a model in policing on a wide scale, or establishes a precedent in policing practice and service to the consuming public.

Eligibility

The *Leadership Award* is open to all members of police organizations in Canada, as well as individuals and institutions which serve as

community partners. To be considered for the award, an individual or a team must be nominated by a group of at least five people.

Selection

An independent panel, comprised of one representative from the following list of organizations, groups and individuals, will make a recommendation to the Board of Directors of the Police Leadership Forum for final consideration:

- The Canadian Association of Chiefs of Police
- Canadian Police Association
- Police College or Justice Institute
- University or Community College
- Community Police Committee
- The Canadian Bar Association or Judiciary
- Blue Line Magazine
- Previous award recipient

Nominations and more Information

The Police Leadership Forum is now actively soliciting nominations for the 1999 award. For more information, to obtain a nomination package or discuss nominations for the 1999 award, contact: **Sergeant Scott Bleecker:**

**Ontario Provincial Police
Eastern Region Headquarters
3312 County Road 43 East,
P.O. Box 2020
Smiths Falls, Ontario, K7A 5K8
Ph. 613-284-4557 FAX 613-284-4597
Email: scoff.bleecker@jus.gov.on.ca**

The application deadline is July 15, 1999.



Constable Gerry Dwyer shows off the new Toronto Police "Safety Bug," which is part of a joint project between Volkswagen Canada Inc., Toronto Police Service and Scarborough Safety Village.

The new Beetle is being provided to the Village by Volkswagen and will be a high profile addition to the police safety programme. Through the use of video and real police officers the Beetle will act as a tool to keep the children interested and focused on the safety demonstrations. The Beetle has been equipped with a video camera and VCR. Allowing the training officer to speak into the camera and then be broadcast on to a large screen TV to be seen and heard by all the children around the vehicle. Safety videos will also be shown and with the touch of a button the screen will switch from officer to movie. The Safety Village will open in January 2000 on a three acre parcel of land and will play a role in the education of 25,000 children annually, teaching them about traffic, pedestrian, bicycle, rail, fire and personal safety. For further details call Gerry at 416 808-

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But while the popularity of cell phones is growing, so are concerns about safety. Some countries have already enacted regulations restricting cellular use while driving because of the high accident rates associated with cell phone use. And numerous studies of frequent users who hold cell phones close to the head, have linked high levels of microwave radiation absorbed from the phones to various health problems, including memory loss, impaired spatial awareness, and poor concentration.

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cell phone use, permitting those who are driving to keep both hands on the steering wheel. The innovative design of the JABRA EarSet channels sound directly into the ear canal while allowing the user to still hear outside sounds like emergency sirens. The built-in microphone efficiently picks up the user's speech as they talk. The device fits most cell phones either directly, just plug and play, or with available adapters. And exposure to damaging radiation is minimized because the cell phone is kept away from the user's head.

The JABRA EarSet also has many uses at home or at the office: connecting to a cordless telephone for hands-free mobility, to any computer for use with voice recognition software, for videoconferencing, Internet telephony, gaming, or just listening to music.

The EarSet uses a lightweight EarGel instead of the foam pads headsets use. Gels are healthier: they're washable, allow air to circulate freely, and because they're soft, they fit comfortably and securely. Each JABRA EarSet comes with a range of six gels sized to fit large or small, right or left ears.

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For further information please call:

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Horde your ammunition! **Canadian ammunition and firearm distributors anticipate major supply problems**

While police are busy preparing for computers to fall from the sky on January 1, there may be other serious problems hitting police forces long before the end of the millennium. Major ammunition and firearm distributors across Canada are anticipating long delays importing ammunition and firearms into Canada from the United States. This is likely to seriously impact users of large quantities of ammunition such as police forces.

As part of international trade agreements signed by countries in North America, the import and export of arms and ammunition will be much more tightly controlled. Originally expected to be postponed until January 1, 2001, manufacturers and distributors were caught by surprise when the US government signed a Presidential Order on April 12 requiring exporters to obtain a Department of State Export Permit and an International Import Certificate (IIC) from the country of origin. The problem arises that Canada does not currently have an International Import Certificate form, and is not likely to have them until 2001.

Canada's Department of Foreign Affairs and International Trade is currently working with major importers to obtain forms acceptable to the US Department of State. The ammunition supplier will need to fill in this IIC and send it to

Ottawa with a matching Purchase Order. Ottawa will place a seal on the IIC, and then the PO and IIC can be sent to the US supplier. The supplier then sends the PO, IIC and an end-user application to the State Department. Not until they have approved and sent back the export application, can the supplier release the firearms or ammunition to the carrier. "If there is one tiny difference—so much as a spelling mistake on any of these forms—it is rejected by the State Department, and the process starts all over again," says one frustrated supplier's Import Manager.

A spokesperson for the distributor of Olin-Winchester in Canada is anticipating a minimum of eight weeks delay in getting shipments across the border. Canadian distributors and retailers are already complaining of shortages with police training and issue ammunition. Until the issues are clarified, Blue Line Magazine recommends guarding your existing supplies carefully.

Sharing ammunition with another Department would even be a magnanimous gesture at this time, but don't tell them we sent you.

Blue Line's Tactical Firearms Training Division will continue to keep you informed about this late-breaking news story as more information is learned.



The Radix RX1, a product recently launched by the British firm Frazer Design Consultants, is described as a "revolution in rugged handheld computing technology."

Designed for use in harsh environments the computer incorporates an advanced technology housed in a tough plastic tubular case that provides robust protection, making it possible for it to function without problem even after being submerged, dropped repeatedly from a height of two metres and subjected to wide temperature ranges.

The RX1 features an Intel 486cx processor with built-in PCMCIA and memory expansion capability. It uses IBM PC DOS v.7 O/S.

The unit also comes with a fully functional detachable keyboard for use in more hospitable conditions.

For further information call +44 171 624-6011 or Fax +44 171 328 6085.

High Tech Crime focus of International conference

by Mark Welch

The International Training Conference of the High Technology Crime Investigation Association will be held in San Diego, California on September 20th to 22nd 1999. This is a chance for both police and corporate investigators to attend lectures, seminars and demonstrations of the latest techniques, software and equipment used to investigate Computer Crime. The other delegates will be among the most experienced and innovative of practitioners from across North America and around the world. Just the opportunity to make new contacts is worth the price of the trip.

There were over 300 delegates in attendance at the 1998 conference. They came from such organizations as: the Space & Naval Warfare Systems Centre, Sun Microsystems, U.S. Dept. of Justice Drug Intelligence Centre, U.S. Army Research Laboratory, Scotland Yard, Seagate Technology, Lucent Technologies, Central Intelligence Agency, Digital Equipment Corp., I.B.M., General Dynamics, Hewlett Packard, U.S. Secret Service. There were also many police officers, government investigators district attorneys and corporate security officers. And this incredible collection of experts was just the audience! It is unlikely that there will be another opportunity like this conference to obtain so much knowledge in such a concentrated form.



Some readers may feel daunted by the calibre of the other participants. Three members of the executive of the Toronto Chapter of the HTCIA attended the 1998 Conference. They had varying levels of expertise and they found that there were seminars and lectures for every level of knowledge.

Many delegates brought their spouses. San Diego is a prime tourist destination and there will be tours and activities arranged for spouses.

Agenda

1. Computer Forensics for Microsoft Windows 95/98 - latest procedures & tools
2. Computer Security - What should you spend your money on

3. Case Study - Kevin Mitnick
4. On-line Hacking demo - see a hack in action
5. Current Federal & State High Tech Laws & Updates
6. Cable T.V. fraud - cable T.V. and Cable Internet Fraud Issues
7. Identity Theft - trends & Current Issues
8. Cellular Phone cloning & Subscription Fraud & Cyber Stalking - How is it done and how is it investigated?
9. Computer Forensics Software - demonstrations of the latest software tools
10. Computer Network Take-downs & Computer Raids - LAN & PC Preparation & Seizures
11. Counterfeit Microprocessor Chips - Latest trends & software
12. Data Encryption - What it is? How can you attack it?
13. Break-out Sessions (hands-on) Personal Computer and Macintosh Computer Forensics - Software and hardware tools
14. Credit Card Smart Cards - Reprogramming & Fraud
15. Internet Research Tools

See the International HTCIA Web Site at <http://htcia.org> for the conference agenda or call Mark Welch at 416-691-4019.

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Up-Coming Events

June 13, 1999

Runners by the Sea

Saint John - New Brunswick

The Saint John Police Force is hosting this event which has running categories for participants from all age groups in addition to categories for police departments and running clubs. For more information call Cst. Joe Oliver at (888) 446-9977.

June 15, 1999

Taser Less Lethal System

Ottawa - Ontario

Sgt. Darren Laur of the Victoria Police Service will be addressing the research into and subsequent operational experience regarding the Taser. Highpoint Security will be on-site demonstrating. For details contact Cst. John McDonald at (613) 782-9503.

June 24 - 25, 1999

Work & Well-Being in Policing & Public Safety

Buffalo - New York

The purpose of this conference is to raise awareness, offer support and identify strategies that law enforcement officers and their families can use to address issues that they face. For details call Dr. Robert Delprino at (716) 878-6669.

June 27 - 30, 1999

48th Annual Ontario

Association of Chiefs of Police Conference

Thunder Bay - Ontario

The Thunder Bay Police are hosting this year's conference. The

theme for the four-day event will be "Yesterday, Today, Tomorrow, Policing in Ontario". For further conference details contact Staff Sgt. Terry Walls at (807) 684-1217.

June 28 - July 1, 1999

Canadian Identification Society's 22nd Annual Conference and Training Seminar

Fredericton - New Brunswick

This conference is open to law enforcement officers as well as members of the armed forces, security, hospital and government agencies. The conference is being organized by forensic identification technicians from the Fredericton City Police Department and the Royal Canadian Mounted Police. For more information call Bert Hudon at (506) 452-3495.

July 6, 1999

Cops For Cancer Annual

Charity Golf Classic

Windsor - Ontario

Windsor area members of the Ontario Provincial Police will host this event, which will take place at Lakewood Golf Course. All proceeds will be donated to Cops For Cancer. For more tournament details call Phil Ouellette at (519) 258-8986.

July 12 - 16, 1999

Crime Analysis Training

Ottawa - Ontario

This hands on applications course is limited to 35 participants and will cost \$495. For more information contact Graydon Patterson at (613) 236-1222, ext. 2285.

August 9 - 13, 1999

Disturbance & Riot Control

Specialist Instructor

Certificate Course

The Vancouver Police Department will host this course. Contact Cpl. Brad Fawcett at (604) 717-3129.

August 8 - 12, 1999

65th Annual APCO

Conference & Exhibition

Minneapolis - Minnesota

The Association of Public Safety Communications Officials is hosting this event. Educational sessions include tracts on management, technology, information systems, telecommunicator training and 911 practices. There will also be a trade show with 200 companies represented. For more conference and exhibition details contact Christopher Cain at (904) 322-2500, ext. 281.

August 22 - 25, 1999

94th Annual Canadian

Association of Chiefs of Police

Conference

Hamilton - Ontario

This year's event will be hosted by the Hamilton-Wentworth Regional Police Service. For further information contact Staff Sgt. Paul Morrison at (905) 540-5200.

August 25 - 26, 1999

International Association of

Law Enforcement Firearms

Instructors Training

Conference

This first Canadian regional training conference will be hosted by the Ontario Provincial Police and the GTA Regional In-Service Training Unit. For information contact Joe Gajcevic at (905) 841-5777.

September 1 - 2, 1999

Proceeds of Crime Conference

Orillia - Ontario

Hosted by the Ontario Provincial Police's Proceeds of Crime Unit, this conference is open to police officers, private financial investigators and members of the legal profession. To register for the conference contact Diane Rubinato at (705) 329-7497.

September 2 - 5, 1999

Canine Police Association

National Trails

Lethbridge - Alberta

The trials will be hosted by the Lethbridge Police Service K-9 Unit. This event is for law enforcement K-9 teams. One day will be set aside for a seminar and three for events. For details call (403) 330-5006.

September 12 - 15, 1999

Western Canada Use of Force

Conference

Calgary - Alberta

Hosted by the Calgary Police Service, this conference is a forum for all law enforcement and peace officers to enhance their knowledge and understanding of current use-of-force issues. For details call Sgt. Brian Willis at (403) 974-0630.

November 14 - 17, 1999

5th Annual Canadian National

Advanced Fire Arson &

Explosion Training Program

Toronto - Ontario

Internationally recognized authorities will present lectures on fire, arson and explosion investigation. For information contact Dennis Merkley at (416) 754-0459.

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Why we ask Employers to Support the Reserve Force

Why do we need the Reserve Force?

Canada now has a smaller Canadian Forces than at any time since the end of the Second World War. Most Canadians would consider this logical in light of the changing world situation and budgetary realities at home.

However, we also live in a time of great instability; our military is being reshaped, yet we have no idea of what might be around the corner. No sooner had we begun to reap

"Reservists bring some of the skills they learn back to the job and these are very beneficial to their job ..."

Jack Ewatski
Chief of Police
Winnipeg, Manitoba

the peace dividend than our international commitments began to increase: Bosnia, Croatia, Haiti, Rwanda and others. A more flexible use of our part-time Reserve Force will provide greater cost effectiveness in the new international security environment. As well, reservists make substantial contributions at home, such as flood relief efforts in Quebec and Manitoba.

By having a strong Reserve Force, Canada is able to harness the contribution of these volunteers twice over, both in their civilian capacities and as members of a highly trained defence force.

What's in it for employers?

Employers benefit from the tangible development of their staff as a result of Reserve Force training and experience. The Canadian Forces' reputation for personal development and training is unparalleled. Many of the skills that reservists learn in a military environment will be relevant to the civilian workplace.

Initiative, imagination, confidence and leadership are vital qualities in any workforce and many reservists undergo technical training that may be directly applicable to their civilian tasks.

For example, a reserve infantry sergeant (in civilian life, anything from a computer programmer to a store manager) has responsibility for a section of

"The development and training that is provided definitely helps to build better employees ..."

Blaine Irving
New Brunswick
Power Corporation
Fredericton,
New Brunswick

about ten soldiers. On exercise the young leader must look after the training, administration and welfare of the team, encourage the weaker team members but control the over-confident. The sergeant must understand the tactical and logistical options, make decisions and often carry all of this out in demanding physical conditions and against the clock. Without a

"... Individuals that we employ from the reserves have unique talents and capabilities that I think enhance their value to a company ..."

Anthony Goode
Program Manager
Litton Systems Canada
Enfield, Nova Scotia

doubt this individual will emerge from the experience a wiser and more capable person — with a capacity to motivate people and manage situations that can be applied to most civilian environments.

By entering into a "Profitable Partnership" with the Reserve Force, employers can ensure they will benefit from the ongoing training and skills development reservists undergo.

What you, an employer, can do to benefit

Although reservists do most of their training on their own time (mainly evenings and weekends), they are asked to participate in an annual training period, usually two weeks long. Many reservists use their civilian holiday time for this training. This may lead to family difficulties, and many reservists cite work-related reasons for leaving the Reserve Force. This leads to the loss of key individuals, often as they are entering the crucial junior leadership levels, and increases the costs of maintaining a trained Reserve Force.

As a result, we invite you, an employer, to show your support of the Reserve Force. Please consider granting time off for military training and sign a statement of support to that effect or incorporate leave for military training into your human resources policies. Call us at 1-800-567-9908 to obtain more information on how exactly you can demonstrate your support.

For more information call toll-free 1-800-567-9908

THE CANADIAN FORCES LIAISON COUNCIL (CFLC) is a group of prominent civilian business persons, supported by a network of Reserve Force members, who promote employer support for the Reserve Force.

They believe that by supporting the Reserve Force employers will reap the benefit of a better trained, more capable work force as well as assist Canada in meeting its defence commitments.



*Employer Support
for the Reserve Force*



National Défense
Defence nationale

Canada

Pourquoi demandons-nous aux employeurs d'appuyer la Force de réserve

Pourquoi avons-nous besoin de la Force de réserve?

L'effectif des Forces canadiennes est présentement à son plus bas depuis la fin de la Deuxième Guerre mondiale. La plupart des Canadiens et des Canadiennes considèrent cette situation logique, compte tenu des changements qui surviennent sur la scène mondiale et des réalités budgétaires du pays.

« Les réservistes appliquent en milieu de travail certaines des aptitudes acquises dans la Réserve et cela leur est d'une grande utilité au travail ... »

Jack Ewatski
Chef de police
Winnipeg (Manitoba)

Toutefois, nous vivons aussi à une époque de grande instabilité; l'organisation militaire subit de grandes transformations, alors que nous ne savons pas ce que l'avenir nous réserve. Nous venons à peine d'acquiescer notre expérience en matière de maintien de la paix que nos engagements internationaux ont commencé à s'accroître : Bosnie, Croatie, Haïti, Rwanda et autres. L'emploi plus souple de notre Force de réserve à temps partiel apportera une meilleure optimisation des coûts dans le nouvel environnement de la sécurité internationale. Aussi, les réservistes contribuent considérablement aux efforts collectifs au pays, comme les secours apportés aux victimes des inondations du Saguenay et du Manitoba.

En maintenant une forte Force de réserve, le Canada peut mettre en valeur la contribution de ces volontaires deux fois, soit dans leurs capacités civiles et comme membres d'une force de défense hautement entraînée.

Qu'en retirent les employeurs

Les employeurs bénéficient du développement tangible de leur personnel grâce à la formation et à l'expérience de la Force de réserve. La réputation des Forces canadiennes en matière de perfectionnement personnel et de formation est sans égal. De nombreuses compétences acquises dans le milieu militaire s'appliquent aussi en milieu de travail civil.

L'initiative, l'imagination, la confiance en soi et le leadership sont des qualités vitales en milieu de travail et nombreux sont les réservistes qui reçoivent une formation technique qui est directement applicable à leur emploi civil.

Par exemple, un sergent d'infanterie de la Force de Réserve (qui peut être n'importe quoi entre un programmeur informatique et un gérant de magasin dans la

« La formation et le perfectionnement que reçoivent les réservistes font d'eux de meilleurs employés, incontestablement... »

Blaine Irving
Société d'énergie
du Nouveau-Brunswick
Fredericton (Nouveau-Brunswick)

vie civile) est responsable d'une section de dix soldats. En exercice, le jeune leader s'occupe de l'administration de l'entraînement, veille au bien-être de l'équipe et encourage les plus faibles tout en retenant ceux qui sont trop confiants. Le sergent doit comprendre les options tactiques et logistiques, prendre des décisions et s'acquiescer de toutes ces tâches dans des conditions physiques exigeantes et pressantes. Nul doute que cette personne gagnera d'expérience et des compétences en exécutant ces tâches qui la rendront apte à motiver les gens et à gérer des situations qui s'appliquent dans la plupart des milieux civils.

« ...Les réservistes à notre service ont des talents et des aptitudes particulières qui, pour moi, rejaillissent sur l'entreprise ... »

Anthony Goode
Directeur des programmes
Litton Systems Canada
Enfield (Nouvelle-Écosse)

En se joignant à un « partenariat avantageux » avec la Force de réserve, les employeurs sont assurés de tirer avantage de la formation continue et du développement des compétences que les réservistes acquièrent.

Que pouvez-vous faire, en tant qu'employeur, pour bénéficier

Quoique les réservistes font leur entraînement sur leur propre temps (principalement le soir et les fins de semaine), on leur demande de participer à une période de formation annuelle d'une durée de deux semaines. De nombreux réservistes prennent leur congé annuel pour suivre cette formation. Cela peut entraîner des difficultés d'ordre familial, et nombre de réservistes qui quittent la Force de réserve en imputent les raisons liées à leur travail civil. La Force de réserve perd alors des personnes clés, on ne peut plus souvent au niveau crucial de chefs subalternes, et accroît les coûts liés au maintien d'une force bien formée.

En conséquence, nous vous invitons, comme employeur, à montrer votre appui envers la Force de réserve. Considérez donner du congé aux fins d'entraînement militaire et signer une déclaration d'appui à cet effet ou incorporez le congé aux fins d'entraînement militaire à vos politiques de ressources humaines. Appelez-nous au 1-800-567-9908 pour obtenir des informations relatives à la façon de démontrer votre appui.

Pour des suppléments d'information, composez le 1-800-567-9908

LE CONSEIL DE LIAISON DES FORCES CANADIENNES (CLFC) est composé de dirigeants d'entreprises civiles, appuyés par un réseau de membres de la Force de réserve.

Ils croient qu'en appuyant la Force de réserve, les employeurs récolteront les avantages d'une main-d'œuvre mieux formée et plus compétente tout en aidant le Canada à satisfaire à ses engagements de défense.



*L'appui des employeurs
à la Force de réserve*



Défense nationale
National Defence

Canada

TEN-SEVEN

LAW ENFORCEMENT NEWS FROM BLUE LINE MAGAZINE

Province needs more officers: AG says

Cuts to the RCMP's budget has left British Columbia under-policed and the federal government is to blame, Attorney General Ujjal Dosanjh says.

There are currently 400 vacant RCMP positions in B.C. and that number could increase to 600 by the end of the year, Dosanjh said.

But RCMP spokesman Cpl. Grant Learned says the numbers can be misleading.

Learned said there are currently only 200 actual police vacancies in the province, with another 200 positions open due to temporary leaves of absence, suspensions or reassignments.

The remaining 200 is factored in as a result of the force's attrition rate. On average, the Mounties lose about 200 officers a year due to retirements, deaths or resignations, Learned said.

"Putting all of those things together, that would mean you've got potentially, by the end of the year, 600 vacancies," he said.



Regardless of the numbers, the attorney general blames funding cuts as the source of the staffing problem and has called on Solicitor General Lawrence MacAulay to solve the problem.

"The cutbacks that happened last year to boats, to vehicles and to the closure of the RCMP training depot in Regina, all of those cuts are now beginning to impact in B.C.," Dosanjh was quoted as saying.

Last year the RCMP had a national deficit of about \$14 million, \$10 million of which B.C. was forced to absorb, the attorney general said.

Ottawa handed out \$10 million last fall to help put aircraft and boats back into service, but that money has been used to cover the increases to officers' salaries in the Lower Mainland.

Dosanjh says if the federal government fails to address the problem, he will look at other options including, creating a provincial police service.

Dan Brien, a spokesman for the solicitor general, said MacAulay is willing to discuss the matter with Dosanjh and the two are currently trying to schedule a meeting.

In the meantime, the RCMP is committed to providing the best service to citizens in the municipalities it serves, Learned said.

"We have been steadfastly committed to sustaining core police services," he said. "(If) you call 911 because of a crime in progress, you will get a police officer there. In that regard we can meet those core needs."

However, Learned added that while core policing requirements are being met, the force's resources have been stretched to their limit.

Mounties in B.C. aren't optimistic about getting any immediate money from the solicitor general, but are hoping that an independent resource review committee currently examining RCMP budgeting will provide some solutions when it releases its report in September.

CPIC system will undergo upgrade



The Canadian Police Information Centre's computerized information system will get a much needed \$115 million upgrade, the solicitor general announced in April.

The 27-year-old CPIC system is a critical law enforcement tool that must be updated in order to remain

effective, Lawrence MacAulay said.

"The existing CPIC technology is outdated," the solicitor general said in a press release. "To maintain and improve public safety, we will replace it with a modern system that will serve Canadians well into the new millennium."

The upgrade, to be completed by 2003, will include new technology that will allow law enforcement officials to transmit digital fingerprints and mugshots. The new system will also allow the storage and transmission of audio and video files.

The changes will reduce the amount of time it takes to enter information onto the system and improve information sharing among police, prosecutors, courts, corrections and parole.

CPIC can be accessed by 14,000 police, corrections and immigrations agencies across Canada. The system handles about 117 million requests for information each year.

SWHAT

by Steffon Sepa



Bombs discovered outside police stations, local bank

Montreal police are trying to figure out why five bombs were planted outside of local police stations and a credit union.

After a citizen found the first bomb on the evening of Apr. 24, police received a call from an anonymous person who directed them to a letter in a telephone booth.

The letter said explosive devices had been planted at 21 police stations. About 400 officers were called in to conduct several searches.

The hunt yielded five bombs planted in and around downtown Montreal. Three were discovered at neighbourhood police stations, one at an operations centre and one near a Quebec provincial police credit union.

None of the detonators on the bombs were functional and some parts were missing, police officials said. The bombs were wrapped in plastic and paper and placed in boxes. The explosives and detonators are the kind commonly used in mining.

While no one has claimed responsibility for the incident, police are optimistic that an analysis of the bombs and tips from the public will create leads.



The word 'Kosovo' was written at the bottom of the letter police discovered in the telephone booth, but they are not certain if it was left as a clue or to mislead investigators.

A local radio station reported a bomb threat linked to Kosovo just two days prior to the police bomb scare. Investigators are comparing the 911 calls made in both incidents to determine if there is a connection.

Direct attacks on police facilities are rare in Canada.

A bomb exploded outside of a police station in Saint John, N.B., last April causing severe damage to the building. No one was injured in the blast.

In December 1996, an explosive device blew a hole in the wall of the police headquarters building in Sudbury, Ont. Police made arrests in the case on the first anniversary of the bombing.

In the 1970s, a bomb was planted on the roof of the police headquarters in London, Ont. It was safely removed by the force's bomb disposal unit.

Marijuana growers are moving out of the city

Marijuana dealers in Manitoba are moving out of urban areas choosing instead to grow their crops away from law enforcement officers, police say.

RCMP and Winnipeg police have reported a major decline in pot busts and they believe it's because those involved in the illicit trade

are growing the plants in more rural areas.

As of mid-April, the Mounties and Winnipeg police had seized \$1.7 million worth of marijuana compared to \$30 million last year.

The RCMP admits that large marijuana-growing operations are hard to uncover without help from the public.

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Crime flowing to the U.S. through Canadian border, congressman says

Lax Canadian immigration and drug laws have paved the way for Middle Eastern terrorists, gangs and crime families wanting to enter the United States, a U.S. congressman said.

"A porous border is open invitation for illegal drug smugglers and for terrorists and their goal of mass destruction," Representative Lamar Smith was quoted as saying at an April hearing held in Washington.

Smith is the chairman of a judiciary subcommittee reviewing the increase in drugs, illegal immigrants and terrorists entering the U.S. from Canada.

Last year, 12,000 illegal immigrants were apprehended at the Canada-U.S. border by 279 agents who inspected 113 million people, the congressman said.

"The question is, how many did they miss?" Smith was quoted as saying.

Michael Bromwich, the U.S. inspector general for the Justice Department, told the subcommittee the immigration department and other intelligence reports indicate that terrorist groups establish themselves in Canada in part because of the country's liberal visa and asylum laws and because of its close proximity to the U.S.

"It is clear to me from this case... that northern border enforcement issues are vitally important to the security of the United States," Bromwich was quoted as saying.

Canadian drug laws have also fuelled an increasing trade in the sale of marijuana to the U.S., the panel was told.

Drug seizures, mostly along a 100-kilometre strip on the B.C.-Washington border, rose 600 per cent from 1997 to 1998. A total of 1,985 kilograms of marijuana was seized last year.

"Ten years ago we experienced very little alien or drug smuggling along the border," Eugene Davis, the deputy chief in Blaine, Wash., was quoted as saying. "We know that illegal smuggling activity takes place on a daily basis."

Davis also said that because Canada does not demand visas from as many countries as the United States it has become a gateway for smugglers who want to transport aliens into the U.S.

In a letter to the committee, Raymond Chretien, Canada's ambassador to the U.S., said the best solution was increased co-operation with the RCMP and provincial police.

Provincial sex offender registry announced by solicitor general

Ontario police will be able to keep track of sex offenders through a provincial registry if proposed legislation receives approval, Solicitor General Bob Runciman announced in April.

The registry legislation will be known as Christopher's Law in memory of 11-year-old Christopher Stephenson who was murdered in 1988 by a pedophile out on parole.

Under the new law, which Runciman is expected to introduce in the spring session of the legislature, the name and address of any Ontario resident who has been convicted of a serious sex offence in Canada will be listed on the register.

The information will be updated annually, or when anyone on the list changes their address. Failure to notify police of a change of address could result in a \$25,000 fine and a possible one-year jail term, with two years for a second offence.

Sex offenders are currently registered with the Canadian Police Information Centre, but they are not required to update their information once they are no longer under supervision.



Runciman

The registry will only be made available to police officers, but an offender's name and address could be released if police feel there is a risk to public safety.

Plans for a provincial registry, the first of its kind in Canada, were made after Ottawa refused to establish a national one.

A coroner's jury examining Stephenson's murder had recommended that a national registry be created.

Critics say the Ontario government should have scrapped plans for a registry and put the money towards rehabilitating sex offenders.

But information sharing seems to be the favorite method of prevention.

In May, the Quebec Human Rights Commission said the province should establish an agency to co-ordinate the handling of information on sex offenders.

The commission said the information should be shared among police and other authorities, but should also exclude public notices warning against offenders when they are released from prison.

Investigations launched in training death

Three investigations were launched in May after a B.C. deputy sheriff died during a training session.

Fifty-one-year-old Jim Askew died on May 1, one day after he fell and hit his head on a concrete floor. He never regained consciousness.

"It was a standard training session," Warren Maurer, the deputy regional director for court services, was quoted as saying. "The group was working on control tactics which included safety and physical fitness."

Deputy sheriffs must complete a physical qualification program every 18 months. Askew was involved in such a program at the time of his death.

A coroner's inquiry has been called and The Worker's Compensation Board will also conduct a probe.

An internal investigation will also be initiated, Maurer said.

Askew had worked at the Kamloops courthouse for 21 years. He also spent eight years with the RCMP.

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Police officer rescues woman as she jumps from overpass

A Hamilton, Ont., police officer has been credited with saving the life of a woman who leapt from an overpass.

Cst. Ian McElroy, 33, had just finished his shift and was driving home around 8:00 p.m. on Apr. 21, when he spotted a woman standing "on the wrong side" of an overpass.

The quick-thinking McElroy immediately stopped his car, dialed 911 and requested back-up. He then got out of his vehicle and approached the woman.

"I got probably within 20 feet of her and told her I was a police officer," said McElroy, a 10-year police veteran. "She told me not to come any closer."

Despite her protests, McElroy managed to get within a few metres of the woman as he tried to talk her out of jumping.

The constable spent 15 minutes talking to the distraught woman while additional officers arrived on the scene. He advised police to stay back as he tried to gain the woman's trust.



"I talked to her for about another five minutes and all of sudden she just leaned back, looked down, looked at me and said, 'Sorry,'" McElroy recalled. "As I heard her say sorry she looked back down again and just let go."

McElroy lunged forward as the woman released the railing and grabbed her by her arm and the back of her pants. He managed to hang on to the woman until two other officers helped pull her to safety.

The woman, whose name was not released, had escaped from a psychiatric hospital just a half-hour before McElroy spotted her on the overpass.

McElroy, who received a commendation from the Hamilton-Wentworth Regional Police Service, says he has mixed feelings about the incident.

"It's a nice feeling," he said. "How many times do you get to save a life?"

"I'm just hoping she gets the help she needs so she doesn't do it again."

MOST WANTED

NAME: Douglas R.J. GARLAND

WANTED FOR: Trafficking & Other Offences

DATE OF BIRTH:
27 January 1960

RACE:
White

SEX:
Male

HEIGHT:
180 cm

WEIGHT:
79 kg

HAIR:
Brown

EYES:
Blue



CASE DETAILS

FULL LIST OF ALLEGED OFFENCES: Trafficking in a Controlled Drug and nine other offences relating to Break and Enter, Possession of Stolen Property, Possession of House-Breaking Tools and Fail to Appear.

ORIGIN: Calgary, Alberta

OTHER DETAILS: On the 23rd day of October, 1992, Calgary Drug Section investigators arrested GARLAND and executed search warrants at his parents acreage north of Calgary in Airdrie, Alberta and at a storage facility rented by him in Crossfield, Alberta. Within these locations police seized stolen property, hundreds of chemicals, laboratory equipment and such illegal drugs (with recipes) as Methamphetamine (ICE), Methaqualone, L.S.D., M.D.A. and M.D.M.A. GARLAND's residence housed a clandestine laboratory which had the capability of producing large quantities of different drugs of abuse.

BRIEFLY

Officer remembered

Police officers from across the country gathered in May to honour a Saskatoon RCMP officer who died in the line of duty.

Cst. Danny Bourdon was struck and killed by a semi in early May during a traffic stop.

About 250 police officers attended the funeral.

No charges have been laid in the case.

Company pleads guilty to fraud

A telemarketing company was ordered to pay \$1 million in fines in May after pleading guilty to fraud.

The fine is the highest ever brought against a fraudulent telemarketing firm operating in Canada, the federal Competition Bureau said.

Investigators charged the Montreal-based company after hundreds of consumers complained that they spent thousands of dollars buying expensive promotional products after they were told they would be eligible for valuable prizes.

Some individuals spent up to \$17,000.

Telemarketers working for the company received up to \$3 million between December 1995 and February 1997, Quebec Superior Court heard.

Expansion on hold

Plans to expand B.C.'s photo-radar program were put on hold in May by Attorney General Ujjal Dosanjh.

The Integrated Traffic Camera Unit had announced that another 10 vans would be on the road by the end of 1999, bringing the total number of vans to 40.

However, the attorney general said he wants time to determine exactly how many vans are needed.

Off the streets

Edmonton and Calgary police have taken more than 50 child prostitutes off the street under a new provincial law.

In Edmonton, 41 underage prostitutes have been placed in a safe house since Feb. 1.

A total of ten children have been placed in protective custody in Calgary.

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Parole board appointments announced

Five people were appointed to the National Parole Board in April by Solicitor General Lawrence MacAulay.

Maurice Charbonneau, a lawyer from Hull, Que., was re-appointed as a part-time board member.

Between 1986-1993 Charbonneau served as special advisor to the board's chairman. Prior to this he was senior counsel with the National Parole Board and director of the legal services unit of the Department of Justice in the Department of the Solicitor General of Canada.

Charbonneau was a board member from 1975-1977 and he was last appointed as a full-time board member in the appeal division of the National Parole Board in 1994.

Robert Plain of Kingston, Ont., was appointed as a full-time Board member.

A lawyer, previously in private practices, he holds a Masters

of Law degree from Queen's University. Plain was independent chairperson and senior independent chairperson for the Ontario Region, presiding at Collins Bay Penitentiary disciplinary tribunal.

Michael Eagan an Oakville, Ont., lawyer was appointed as a part-time member of the Board.

Eagan was full-time board member from 1993-1998. He was a volunteer probation officer from 1970-1986, and was Director of Operation Springboard, a non-profit organization committed to making the community safer by designing and providing services and programs that encourage law abiding behavior, from 1987-1991.

Sudershen Beri of Scarborough, Ont., was also made a part-time board member.

He was a career civil servant in Kenya for 26 years where he



retired as deputy secretary, Human Resources Secretariat, Office of the President. He was also a member of the Promotion and Disciplinary Boards of the Civil Service Commission, Police Service Commission and Prisons

Services.

Beri was a part-time community member on the provincial Ontario Board of Parole from 1990-1996.

Phil Arbing of Charlottetown, PEI, is re-appointed as a part-time board member.

He holds a Masters of Criminology degree from the University of Ottawa and has worked in a number of senior positions in the criminal justice field for the Government of Prince Edward Island. He is currently a provincial advisor with Corrections and Criminal Justice.

Arbing has been a part-time Board Member since 1996.

Commissioner's Commendation awarded

About 4,000 RCMP officers and volunteers were recognized by the force in May for their work in the crash of Swissair Flight 111.

Investigators and support staff were awarded the RCMP Commissioner's Commendation in a special ceremony held in Halifax.

It marked the first time the award was presented collectively. Commissioner Phil Murray said.

The effort put into the Swissair recovery operation and investigation was exceptional and everyone involved was to be recognized, the commissioner said.

The jetplane crashed into the ocean off Peggy's Cove, N.S., last September, killing all 229 people on board.

RCMP to investigate complaints made by Edmonton detectives



The RCMP has been appointed by Alberta's justice minister to investigate two complaints against the Edmonton Police Service.


Justice Minister Jon Havelock says RCMP Assistant Commissioner Don McDermid will determine whether the complaints filed by two Edmonton police detectives will be wrapped into a single investigation.

Det. Ron Robertson filed a formal complaint with the Edmonton Police Commission in April, saying the Hells Angels have a mole in the police service.

Some of Robertson's allegations are similar to those made by Det. Ken Montgomery.

In March, Montgomery lodged a complaint with the police board alleging security breaches, internal coverups and police association with individuals linked to organized crime.

Havelock appointed the RCMP to investigate Montgomery's claims last month. Rob Leatherdale, an assistant commissioner in Regina, was selected to investigate those allegations.



ABDUCTED

This is a monthly column supplied by the Royal Canadian Mounted Police Missing Children's Registry in cooperation with Blue Line Magazine.

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Readers who feel they know the whereabouts of this child are asked to call:

(613) 993-1525 or Fax (613) 993-5430

National Center for Missing and Exploited Children

 <p style="text-align: center; font-weight: bold;">Known Abductor</p>		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2">Name of Child: Heather FEDYNICH SANTERRE</td> <td colspan="2">Sex: Female</td> </tr> <tr> <td>Date of Birth: 19 April 1982</td> <td colspan="3">Race: Caucasian</td> </tr> <tr> <td>Height: 5'6" (167 cm)</td> <td>Weight: 115 lbs (52 kg)</td> <td>Hair: Brown</td> <td>Eyes: Brown</td> </tr> </table>	Name of Child: Heather FEDYNICH SANTERRE		Sex: Female		Date of Birth: 19 April 1982	Race: Caucasian			Height: 5'6" (167 cm)	Weight: 115 lbs (52 kg)	Hair: Brown	Eyes: Brown
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Linda SANTERRE, born on April 8, 1959, is a 5'6" (167 cm), 144 lbs. (65 kg) Caucasian female. She has brown hair and brown eyes.

She is the mother of Heather, Brandon and Brianna, who were last seen in Montreal on 30 July 1998.

Suspected drug smugglers may be detained by customs officers: SCC

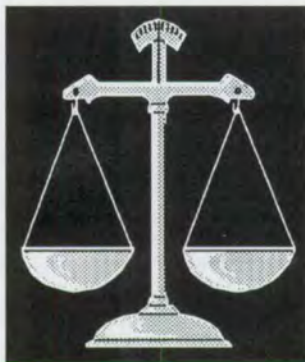
People crossing the Canadian border can legally be detained as long as they are suspected of smuggling drugs in their stomachs, the Supreme Court of Canada ruled in April.

The decision upheld a customs official's right to hold a "bedpan vigil" if they have reasonable grounds to believe a person is attempting to smuggle illegal substances.

Justice Frank Iacobucci wrote that while being asked to submit a bodily sample can be embarrassing, it is "the price to be paid in order to achieve the necessary balance between an individual's privacy interest and the compelling countervailing state interest in protecting the integrity of Canada's borders from the flow of dangerous contraband materials."

The ruling stemmed from an incident at Toronto's Pearson International Airport in which a man was detained and searched because his travel plans indicated he was a possible drug courier.

A customs official was suspicious of Isaac Monney because his birthplace is Ghana - a



common source of drugs - and he had travelled to Switzerland which is a common transit point for drug couriers. Monney had also purchased his ticket on the date of departure and paid by cheque.

He also admitted that part of his travel schedule had included a trip to Ghana.

Monney initially refused to give a urine sample and was told he would have to be detained until he produced a sample that proved he hadn't swallowed any drugs.

After a urine test came back positive for narcotics, he admitted to ingesting 84 pellets of heroin weighing about five grams each.

He was arrested and turned over to the RCMP after he had passed all of the pellets.

Monney was convicted of importing narcotics, but an appeal court overturned the ruling saying that his right to be free from unreasonable search and seizure was violated.

However, the Supreme Court ruled Monney's Charter rights were not violated and his conviction was restored.

Ontario courts undergo name changes

Two levels of Ontario courts were renamed in April.

The general division of Ontario Court will now be known as the Superior Court of Justice. The superior court will mainly be responsible for handling civil and criminal trials.

The provincial division of the Ontario Court has become the Ontario Court of Justice and will also hear criminal cases.

The name changes were made at the request of judges who felt the old names were confusing for the public.

Brendan Crawley of the Attorney General's office says the new names are similar to ones used in other provinces and around the world.

The cost of renaming the courts will be minimal, he said.

Courts and law firms have been granted a one-year grace period to switch court seals, order new software and use up old letter-head.

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Coroner's inquiry calls for changes in youth detention

A coroner's jury examining the beating death of a teen in jail called for sweeping changes in how youths are detained.

The five-member jury probing the killing of 16-year-old James Lonnee made 119 recommendations following the inquest.

Lonnee was beaten to death by Adam Trotter on Sept. 6, 1996, after the two were placed in a segregation unit at the Wellington Detention Centre in Guelph, Ont. Trotter received a five-year sentence after he pleaded guilty to manslaughter.

The jury's recommendations included banning the use of secure isolation cells, installing video cameras in prison hallways and prohibiting jail employees who have no youth training from supervising young offenders.

The chief counsel for the Ontario coroner's office, AIO'Marra, called the recommendations a blueprint for change.

The jury's recommendations also reached beyond the prison system to the Ontario government. They recommended the province establish a ministry for all youth services to cut bureaucracy and give jail employees easier access to information that would help



identify high-risk prisoners.

During the inquest jury members heard that Irene Dooley, the jail supervisor in charge at the time, admitted to altering a report to cover up her decision to place Lonnee and Trotter in the same cell. They were also told a corrections officer said he heard Lonnee scream for hours the day he was killed, but did not help the teen.

While jury's recommendations are not legally binding, inquest lawyers are hoping the publicity surrounding the review of Lonnee's death prompts the government to make changes.

Trial date set in Hancox case

The trial for two women accused of killing an undercover Toronto police officer is set to begin on Oct. 4.

Elaine Rose Cece, 40, and Mary Barbara Taylor, 30 are charged with second-degree murder

in the stabbing death of Det.-Cst. William Hancox.

Hancox was murdered in a Toronto parking lot Aug. 4, 1998, while on surveillance duty.

A pre-trial hearing was held on May 5.

New unit will target organized criminals

Organized criminal organizations will be the target of a new intelligence gathering unit, Manitoba's justice minister announced in April.

"The intent is to expose, prosecute and dismantle organized crime enterprises," Vic Toews was quoted as saying. "We should have a more unified approach to the way we do business trying to combat crime."

The unit will operate on a full-time basis and at least 14 police and justice officials will be recruited to fill positions.

While it could take at least six months to work out all of the details, the unit's mandate is clear.

"This is intelligence gathering, not law enforcement," Toews was quoted as saying.



"All these investigators would identify specific targets and pass information on to enforcement."

In order for a joint project to be successful the RCMP, provincial and municipal police must put aside jurisdictional battles, said Sgt. Guy Ouellette, a Montreal-area bike gang specialist.

"The national strategy against organized crime must be followed," he was quoted as saying. "That's why the Hells Angels are so successful. They are professional and follow one plan."

RCMP Assistant Commissioner Tom Egglestone agreed that such disputes must end.

"We tend to get hung up on jurisdictional lines in the sharing of resources and information," he was quoted as saying.

Police need more training in dealing with mentally ill: jury

Police need more training when it comes to dealing with the mentally ill, a coroner's jury said in April.

The jury made 24 recommendations following a 10-week inquest into the shooting death of Edmond Yu by a Toronto police officer.

Yu, who suffered from schizophrenia for 12 years, was fatally wounded by Cst. Lou Pasquino in February 1997, after he threatened police with a hammer.

Among the recommendations the five members of the jury suggested the solicitor general implement crisis-resolution training into the Ontario Police Act.

They also outlined requirements for a five-day training course and annual one-day refresher course.

The training courses should stress non-violence, de-escalation techniques, active listening and fear management, the jury said.

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Humorous tales of laughable oddities from both sides of the thin blue line

Rules of law enforcement they don't teach in college

Submitted by *Tricia Rudy*

- The bigger they are, the harder they fall. They also punch, kick and choke harder too.
- The speed at which you respond to a fight call is inversely proportional to how long you've been a cop.
- Tear gas works on cops too, and regardless of wind direction, will always blow back in your face.
- High speed chases will always proceed from an area of light traffic to an area of extremely heavy traffic.
- If you know someone who tortures animals and wets the bed, he is either a serial killer or he works for Internal Affairs.
- Placing a gun back in a shoulder holster with your finger on the trigger will cause you to walk with a limp.
- If a cop swings a baton in a fight, he'll hit other cops more often than he'll hit the bad guys.
- Domestic arguments will always migrate from an area of few available weapons (living room), to an area with many available weapons (kitchen).
- If you have 'cleared' all the rooms and met no resistance, you and your entry team have probably kicked in the door of the wrong house.
- When a civilian sees a blue light approaching at a high rate of speed, he will always pull into the lane you need to use.

Locker Room Bandit now locked in prison

A man who stole an estimated \$1 million from the wallets of wealthy health club members was sentenced in March to three years in jail.

Dubbed the Locker Room Bandit, 57-year-old Ken Crawford spent the past six years travelling across Canada stealing cash and other goods.

Crawford began his life of crime in Vancouver in 1992, when the tool-and-dye worker found himself without a job, court heard.

Crawford would enter a health club, tell them he was interested in joining and ask to try out the facilities.

He would then find a wealthy-looking member on their way to work out. While the member was away, Crawford would break into their locker and steal wallets, watches and any other valuables.

He always carried a duffel bag during the heists which contained several padlocks. Crawford would replace the broken locks with a similar one from his bag.

When the victims returned, they would think the lock was broken and have it forced open.

This would give the bandit time to visit the victim's bank and empty accounts and obtain cash advances from credit cards.

The plan worked hundreds of times.

Crawford pleaded guilty to defrauding the public, possession of property obtained by crime and possession of stolen credit cards.

"If you have a talent, it is as a talented crook," Judge Paul Belanger told Crawford in an Ottawa court room. "But not that talented bearing in mind where you currently sit."

Outta the way

by *Wayne Watson*



We were attempting to execute a search warrant at an alleged drug dealer's townhouse when, after having knocked and

rung the doorbell a couple of times, we decided to use a ram to knock down the door.

The ram is a metal cylinder with handles on the sides so that two men can drive the cylinder beside the door lock thus breaking it in. The ram weighs up to thirty-five kilos.

Two officers each grabbed a handle of the ram and, with a running start, charged at the door. When they reached the door, the owner of the residence opened the door and watched two men whizz by holding the ram.

Their momentum carried them through the hall, into the dining room, crashing through the patio doors, on to the deck and ending up in the above ground pool.

It seems the owner was in the bathroom when he heard the doorbell ring, by the time he finished his business and arrived at the door the boys were on their way in with the ram.

Fortunately, they found enough drugs in the house to justify the search.



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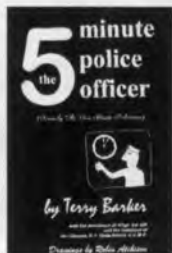
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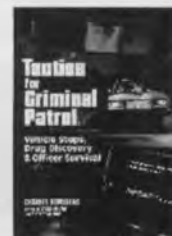
6 \$17.95

Written by the author of *The Five Minute Police Officer*, this book is a must read for anyone looking toward a managerial level career. This book has been evaluated by college training staff and psychologists around the world.



12 \$20.00

This book is a comprehensive study of Canada's drinking driver laws. Excellent resource for police officers, prosecutors or anyone interested in the administration of laws toward drinking drivers.



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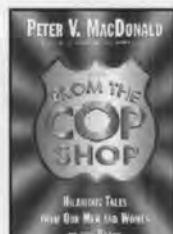
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This book covers the first decade in the history of the North West Mounted Police, 1873-1883, a decisive period in the history of Western Canada. The book examines the beginning of the force and the difficulties it faced.



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William McCormack, a former Toronto police chief, relates some of the city's most famous murder cases. The reader is taken directly into the inner circle of each investigation, where the murderer's steps are traced.



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From the author of the *Court Jesters* series comes a hilarious collection of real-life tales from those who battle crime. Stupid crooks, cops with a sense of humour, incidents gone wrong - this book has it all.



27 \$24.95

The sequel to *A Double Duty*, this book covers the 1885 North-West Rebellion. The role of the Mounties has been down-played by historians, but this doesn't do justice to the officers who battled at Duke Lake, Loon Lake and more.



30 \$14.95

This book takes you along for the ride as a 12-year veteran of the Vancouver Police Department describes some of his most interesting calls. The stories will help you understand what it's like to work Vancouver's high-crime areas.



28 \$24.95

From legendary Sam Steele to Nelson Eddy in *Rose Marie*. From the Great March West to the Musical Ride, the Mountie shines as an image of strength, courage and the Canadian way. A must read for RCMP members of those interested in the force.

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