

# *The Notebook*



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Managing Your Fears and Anxieties*

*Investing in Your Future*

*Fredericton Police Force host Training*

*FASD*





**Front row: Det./Cst. Sara McElman, Fredericton Police, Cst. Paula Raymond, RCMP \*H\* Division, Cst. Carolyn Nichols, Halifax Regional Police. Back row: Cst. Tammy MacDonald, Halifax Regional Police, Cst. Beverly Bryant, RCMP \*B\* Division, Sgt. Suzanne Bill, Royal Newfoundland Constabulary, Cst. Sharon Warren, Royal Newfoundland Constabulary**

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# Report from the President

Greetings, and welcome to the newest edition of The Notebook!

We're pleased to announce that the 2011 AWLE training conference will be held in Halifax, Nova Scotia. H Division RCMP and Halifax Regional Police will be cohosting the conference, with dates and location to be confirmed. Co chairs of the conference are Sgt. Erica Pynn of the RCMP ([erica.pynn@rcmp-grc.gc.ca](mailto:erica.pynn@rcmp-grc.gc.ca)) and D/Cst. Carolyn Nichols of Halifax Regional Police ([nicholc@halifax.ca](mailto:nicholc@halifax.ca)). If you have ideas for speakers or would like to volunteer with the committee, please contact Erica or Carolyn. More information will be coming in the near future, so check back on the website for updates.

Congratulations to the 2010 AWLE Conference Committee for a very successful conference held in Fredericton in October! Conference co-chairs Staff Sergeant Kim Quartermain and Corporal Bobbi Simmons-Beauchamp and their committee put together an outstanding "green" training symposium that was attended by nearly a hundred candidates. From keynote speaker Dr. Kevin Gilmartin's presentation to the case study of the Shila Bari homicide the conference was interesting and informative. Thanks to Kim and Bobbi and the Fredericton Police for hosting a great conference!

The conference provided the opportunity to present awards to outstanding females in law enforcement. D/Cst. Carol Campbell Waugh, Halifax Regional Police, was the recipient of Officer of the Year, Cst. Karen Hemmens of the Royal Newfoundland Constabulary received the Community Service award, Cst. Tammy Caswell of Saint John Police received the Excellence in Performance award, the Mentoring award went to Insp. Lise Roussel of J Division RCMP (Fredericton), the Leadership award was presented to Cpl. Michelle Mercer of L Division RCMP (Charlottetown), and the Team Endeavour award went to the H Division RCMP Federal Enforcement Section (Halifax), led by Cpl. Angela Hawryluk. Congratulations to all recipients, who will be nominated for International Association of Women Police (IAWP) awards. A full conference report can be found elsewhere in The Notebook.

At the IAWP conference held in Minneapolis, Minnesota, in September, 2010, we were very proud to have an IAWP award winner from the AWLE. Cst. Sharon Warren of the Royal Newfoundland Constabulary received the Officer of the Year Award. Sharon is also the AWLE Notebook Editor and was the only Canadian recipient.

Congratulations Sharon on your well deserved award!

The next IAWP conference will be held in Lexington, Kentucky, from August 21-25, 2011. More information about the IAWP and the conference is located at [www.iawp.org](http://www.iawp.org).

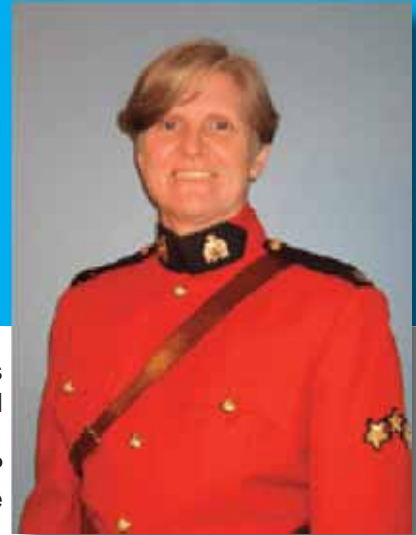
Plans are well underway to host the 2012 International Association of Women Police conference in St. John's, Newfoundland and Labrador. Conference co-chairs Sgt. Suzanne Bill of the Royal Newfoundland Constabulary and Cpl. Colleen Fox of the RCMP have announced that retired General Rick Hillier will be the keynote speaker. The Delta Conference Centre and surrounding hotels have been secured for the conference, which will be held September 9-15, 2012. This will be the anniversary of the 50th IAWP training conference and the 20th AWLE training conference. We're looking for guest speakers and ideas for fundraising and sponsorship, so if you can provide assistance or information, please contact Sue at [sueb@rnc.gov.nl.ca](mailto:sueb@rnc.gov.nl.ca) or Colleen at [colleen.fox@rcmp-grc.gc.ca](mailto:colleen.fox@rcmp-grc.gc.ca). I encourage you to get involved and plan to attend. There will not be a separate AWLE training conference held in 2012.

The AWLE has been asked by the Atlantic Police Academy to sponsor a Female Leadership Through Fitness Award. At the conference the membership voted unanimously to approve the request. Each year a "keeper" award and a bursary will be presented to the top female cadet and a permanent trophy with inscription will be displayed at the Atlantic Police Academy.

The AWLE executive is working hard to ensure the success of the organization. At the recent conference we made several changes to our Constitution and By laws, in an effort to improve the way we do things. If you have any suggestions on how we can improve, or if you would like more information, please don't hesitate to contact any executive member.

Have a safe and happy winter!  
Paula

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# **From the Desk of the Editor**

Welcome to another issue of the Notebook. I had taken the position of Notebook editor/publisher at the 2009 Conference in Stellarton, N.S. as the Executive were in need of a replacement to fill a vacancy. During the 2010 Conference in Fredericton, N.B., I offered my name to the membership during the election in order to continue in the capacity of editor/publisher, I will now hold this position for the next 3 years. I will work hard to continue the tradition of the Notebook and make it a worthwhile publication for all members.

The Notebook has been given a new look and I hope it is a welcome change. As the publisher I want to print submissions that reflect law enforcement for the women of Atlantic Canada that are also inclusive of all agencies. I want our membership to feel that this publication offers them something in it's content; whether it is the latest in case law, a healthy tip or general knowledge that makes it a good read. Our successes hinge on our partnerships and we need to promote healthy relationships between the various agencies represented by our association. With that thought, I am asking that all members take a moment to look at what is happening in their agencies and their regions. I am looking for articles regarding issues that may impact the way we do business, any training initiatives that are being done and any common interest stories that you may want to share. These articles can be submitted to me for upcoming editions of the Notebook. This publication depends on you and in order to meet your needs and interests I seek your input. Please feel free to send me some feedback about the issue, this is your publication and should be a reflection of the entire membership. Tell me if you enjoy a topic, if you want more of one thing or less of something, your input will make our product better.

In September 2010 I attended my first International Association of Women Police (IAWP) conference in Minneapolis, Minnesota. It was a fabulous experience and I thoroughly enjoyed the conference and the networking that occurred during the week. Some of the highlights of that conference and pictures will be shared in this issue. This year's IAWP conference will be held in Lexington, Kentucky. Read on in this issue,



for the more information about the 2012 IAWP being held in St. John's, NL.

Congratulations to the conference committee for a fantastic job on the 2010 AWLE Conference that was held in Fredericton, NB and to all the award winners. The 2011 AWLE conference will be held in Halifax, NS from October 18-21. More details will be forthcoming in the next edition of the Notebook.

I would like to take this opportunity to thank two AWLE members for their submissions to our last issue of The Notebook. Thank you to Diane House, Program Services Officer, Canada Border Services Agency for the article entitled "From High Heels to Handguns" as well as the accompanying photograph's. Thanks also go out to Cst. Georgina Short of the Royal Newfoundland Constabulary for allowing me to use her article and photo for the story entitled "RNC Welcome Newest Mount".

The latest past issue of The Notebook is accessible on our website. The AWLE website has undergone various changes in the past year. Please check us out at [www.awle.org](http://www.awle.org) and tell us what you think.

Until next time, be safe  
Cst. Sharon Warren #546  
Royal Newfoundland Constabulary

Currently assigned to the Major Crime Unit, Criminal Investigation Division, Royal Newfoundland Constabulary, Sharon Warren has completed 22 years of service. In December, 2006, Sharon won the Royal Newfoundland Constabulary Association (RNCA) Award of Excellence Officer of the Year award. In October, 2009 in Stellarton, NS she accepted the AWLE award for Officer of the Year. In September, 2010 Sharon was awarded the Officer of the Year award at the IAWP Conference in Minneapolis, Minnesota.

# International Association of Women Police

## Region Eleven Report May 2010

The year 2011 must be the year for our region...Region Eleven. We certainly are getting off to a great start as the Ontario Women in Law Enforcement (OWLE) was nominated for the annual IAWP affiliate award and have been the chosen recipient group. President Joanne Savoie of OWLE must be very proud of this recognition. Let's hope we are well represented at the IAWP annual awards banquet and conference in Lexington Kentucky this coming August. The call for affiliate nominations is closed, however, the individual category for nominations remains open until March 21, 2011.

Sometimes it is easy to lose site of the dedication and accomplishments of our Region 11 women's associations. The OWLE and the Atlantic Women in Law Enforcement (AWLE) associations are unique across Canada and indeed around the globe. Added to these established home grown professional organizations is the fact that both are affiliated with IAWP. This affiliation serves to further promote the merits of these powerful networks. All by way of saying we need to pat ourselves on the back for our efforts in Eastern and Upper Canada as we continue to model the way forward. The AWLE was established in 1992, followed by OWLE in 1997. Credit for driving the early affiliation with IAWP has to go to former OWLE presidents Amy Ramsay and Myra James. I know they were instrumental in bringing both associations together with IAWP and I remember well their first few visits to New Brunswick when they touted the benefits of affiliation with the global organization. In 2000 we saw evidence of that benefit first hand when OWLE partnered to host the 38th annual IAWP conference in Ontario and now the AWLE, Royal Newfoundland Constabulary and the RCMP are preparing to co-host the 50th annual IAWP conference in Newfoundland in 2012. To put this in perspective - of the 25 worldwide affiliates, two are from our region alone and OWLE and AWLE remain the only two such "women in law enforcement" associations in Canada while many other countries, provinces and states are just getting off the ground. In Germany for example they are preparing to host that country's second annual formal Women in Policing conference this March. The Germany timelines for a professional development for women seems however, to be more the norm than not. This fact highlights why it is vital for the IAWP executive and board members to continuously stretch into areas that need support and opportunities for growth. As such the IAWP spring

board meetings scheduled for Hannover, Germany on March 26th and 27th, 2011 was a logical choice of venue.

I am pleased to report that I will be attending the board meetings on behalf of Region 11 and will be submitting our regional report and updates on behalf of our OWLE and AWLE affiliates (Joanne Savoie and Paula Raymond)



and the 2012 IAWP Conference co-chairs (Sue Bill and Colleen Fox). I am also honoured to be speaking on the leadership panel at the Conference in Hannover following the board meetings.

International travel as you can well imagine is expensive and many board members absorb at least some portion of their own expense and in some cases, all of it, depending on the level of support in their respective agencies and jurisdictions. I would like to extend thanks to the Canadian Association of Chiefs of Police, the New Brunswick Association of Chiefs of Police, the Atlantic Women in Law Enforcement Association, New Brunswick Department of Public Safety and the City of Fredericton for understanding the important work that is accomplished at the Board level and the contributions we make to the global policing community. I am fortunate to have this level of support and I am very appreciative.

As some of you may know from checking out the official IAWP website at [www.iawp.org](http://www.iawp.org) I have managed to break through by techno fears and have established our Region 11 blog. I have picked away at the development of my page and would be very pleased to entertain your input and post relevant news that you would like to pass along to me. The blog is now the place to post recent celebrations such as promotions, new projects, to seek information and extend condolences. Please send material to me at [leanne.fitch@fredericton.ca](mailto:leanne.fitch@fredericton.ca).

Deepest condolences are extended on behalf of Region 11 to the Russell family, Chief Bill Blair and his members of Metro Toronto Police Service on the recent tragic on-duty loss of Sgt. Ryan Russell. On January 18th,

*Continued on Page 21*





# Lower Sackville couple runs Stetson & Spurs youth program

Cst. Jolene Thomas-Carter of Sackville RCMP Detachment and her husband Clay Carter run the Lower Sackville “Stetsons and Spurs” youth group. This program ran quite successfully in the past, but hasn’t had any Program Coordinator for several years at this location. They took this project on in August 2010. Clay is a Fire Fighter with the Canadian Forces and volunteers his time doing the drill and fitness component of the classes. They also have additional assistance for the program from new member Cst. Sonia Jalbert and Auxiliary Member A/Cst. Nancy Battis. The program runs from September to June.

The youth involved in the program are aged 13-20 years of age and are aspiring Police Officers. Here is an idea of some of the things the youth are involved in;

- Drill/Marching - They are preparing for a “pass-out parade” at the end of the program
- Air Shows
- Educational Workshops
- Vocational speakers
- Team building camp
- Local Community Events - Remembrance Day parades/Bike Rodeos etc.
- Canada Winter Games (flag bearers)
- Police Week
- Royal Nova Scotia International Tattoo - proposed
- Investigative files
- Fingerprinting/Crime Scene Processing
- Police Defense Tactics
- Fitness Training/Obstacle runs



- Assistance to the Royal Canadian Legion - events
- Traffic Court and Mock Trials

They also do several events a month for fund-raising within the communities and are currently planning for a trip to RCMP Depot (Regina) in the summer of 2012.

With this group just getting on its feet, they do a lot of event coordination with the Stetsons and Spurs group in Cole Harbour, run by Cst. Leslie Goode. They have generated much interest in the community and have many youth who are aiming to become part of their group in the upcoming summer. The program has really taken off and has been a lot of fun so far!

# Managing your persistent fears and anxieties

By: Stanley Popovich

Everybody deals with anxiety and depression, however some people have a hard time in managing it. As a result, here is a brief list of techniques that a person can use to help manage their most persistent fears and every day anxieties.

When facing a current or upcoming task that overwhelms you with a lot of anxiety, the first thing you can do is to divide the task into a series of smaller steps. Completing these smaller tasks one at a time will make the stress more manageable and increases your chances of success.

Sometimes we get stressed out when everything happens all at once. When this happens, a person should take a deep breath and try to find something to do for a few minutes to get their mind off of the problem. A person could get some fresh air, listen to some music, or do an activity that will give them a fresh perspective on things.

A person should visualize a red stop sign in their mind when they encounter a fear provoking thought. When the negative thought comes, a person should think of a red stop sign that serves as a reminder to stop focusing on that thought and to think of something else. A person can then try to think of something positive to replace the negative thought.

Another technique that is very helpful is to have a small notebook of positive statements that makes you feel good. Whenever you come across an affirmation that makes you feel good, write it down in a small notebook that you can carry around with you in your pocket. Whenever you feel depressed or frustrated, open up your small notebook and read those statements. This will help to manage your negative thinking.

Learn to take it one day at a time. Instead of worrying about how you will get through the rest of the week, try to focus on today. Each day can provide us with different opportunities to learn new things and that includes



learning how to deal with your problems. You never know when the answers you are looking for will come to your doorstep. We may be ninety-nine percent correct in predicting the future, but all it takes is for that one percent to make a world of difference.

Take advantage of the help that is available around you. If possible, talk to a professional who can help you manage your depression and anxieties. They will be able to provide you with additional advice and insights on how to deal with your current problem. By talking to a professional, a person will be helping themselves in the long run because they will become better able to deal with their problems in the future. Remember that it never hurts to ask for help.

Dealing with our persistent fears is not easy. Remember that all you can do is to do your best each day, hope for the best, and take things in stride. Patience, persistence, education, and being committed in trying to solve your problem will go along way in fixing your problems.

## BIOGRAPHY:

Stan Popovich is the author of "A Layman's Guide to Managing Fear Using Psychology, Christianity and Non Resistant Methods" - an easy to read book that presents a general overview of techniques that are effective in managing persistent fears and anxieties. For additional information go to: <http://www.managingfear.com/>



# Investing in Yourself for a Healthier Future

By Tara K. Antle, BSc.AHN, RHN, RNCP

Often, when we think of investments, we think of RRSP's, stocks, bonds or real estate. Well, have you thought about investments that you can make for yourself, with regards to your health and well-being in the future? Lifestyle choices you make everyday can impact your health now and later in life.

Making a lifestyle change that's permanent is not an easy thing to do...there are ups and downs and struggles in between. It involves challenging our own personal belief and value systems, letting go of old ideals and introducing new habits. It's amazing the deep down relationship and emotional connection we can sometimes have with food...breaking up with these ties is a hard thing to do. Here are a few tips or small changes that can help improve your health now and in the future.

Play detective when it comes to reading food labels and claims. On average, we decide whether or not we're going to purchase a product within five seconds of picking it up! Generally, when most people look at a food product, they take it at face value and base their decision to purchase on one thing...for some it could be based on a claim that appears on the front of a package; others might base it on a component of the food label such as calories or amount of fat or the sodium amount. Very few people read the entire food label and ingredients list. Remember, a packaged product has a marketing team behind it and they know which key words, key phrases and colors depict health. If they're telling us something, read between the lines to see what's hidden in the fine print!

To ensure we are getting the best value for our nutrient dollar, choose natural food over processed foods. When we hear the word nutrient being tossed around, it's referring to the essential nutrients, which are chemicals or compounds that our body either cannot produce at all or cannot produce in large enough amounts to meet our needs for maintaining health and wellness. The main way we find these nutrients is from the food we eat.



This is what makes food important, as it contains the six essential nutrients; carbohydrates, proteins, fats, vitamins, minerals and water. Not to mention other things like anti-oxidants, enzymes and phytochemicals. Natural foods will provide the best value for our nutrient dollar, while processed and boxed foods will provide less value.

Get organized when it comes to healthy eating. Plan your meals ahead of time. Make a list of foods to pick up at the local grocery store.... being pre-prepared and having healthy foods on hand for meals and snacks makes it easier to choose



healthier options throughout the day. Go back to the basics; keep it simple, keep it clean, and keep it real. By making your own frozen entrees, you can help reduce the amount of preservatives, sodium, fat, and sugar while increasing the amount of fiber and protein. Simply put, you'll have healthy foods at your finger-tips that you can grab in a jiffy!

Eat at regular intervals throughout the day, especially during shift work, regardless if it's a day or night shift. This will help to regulate your blood sugar levels, control your hunger and give you more energy. As well, by including a large glass of water each time you eat will help you meet your daily fluid requirements.

Make your plate a healthy balance. No matter where you are or who you're with for every meal; make sure your plate is balanced. Half your plate should consist of vegetables,  $\frac{1}{4}$  from a healthy starch (such as whole wheat pasta or whole grain rice), and  $\frac{1}{4}$  protein, such as skinless chicken breast, beans, lentils or fish. Have sauces and salad dressing on the side; look for foods low in sodium, unhealthy fats and sugar; and cook foods in a healthy fashion...bake, bbq or broil.

Get that body moving! Exercise helps to increase your energy level, decreases stress levels and helps to control your weight. Take advantage of the seasons...perhaps it is the perfect time of year to get out for a walk on a nice day; go sliding, skiing or skating: visit a local fitness center; go for

a bike ride; go for a roller skate or even go for a swim. The key is to do something that you enjoy! Have fun with it!

Reducing stress helps to prevent medical conditions, such as cardiovascular disease, insomnia, muscle tension and depression. Find a stress reliever that works for you. Here's a couple of idea's...get out & go for a walk in a peaceful setting; relax, take a hot bath & don't forget the candles...do something good for yourself; you deserve it!

Following a healthy lifestyle does make a difference to your health. I've seen it first hand in my own clients. Most have found that their energy levels have increased, attitudes have become positive, stress levels have decreased and they feel good about themselves. Others have had their physicians reduce or eliminate their cholesterol, blood pressure and diabetes medications! If they can do it, you can do it too!!

Invest in yourself now for a healthier future! It's never too late to start...your life is worth it! Have a happy and healthy day – everyday!

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# *COUNTDOWN to IAWP 2012:*

The countdown is on.....

The RNC, the RCMP and the AWLE have partnered together to host the 50th Annual International Association of Women Police Training Conference from September 9 to 14, 2012 in St John's, NL. The theme of the 2012 Conference, "Journey to the Edge" is applicable and relevant to both our geographic location, and the leading edge police topics that will be presented. As it will be the first time this International event is hosted in Atlantic Canada, we are thrilled with the opportunity to showcase our corner of the Globe to approximately 1000 police officers from over 50 countries worldwide.

The Conference begins on Sunday, September 9th with the Opening ceremonies, followed by a "Parade of Nations" where the delegates, in their traditional dress uniforms, march through the city to a special reception. The training itself begins on Monday, September 10th with the Key Note address by Retired General Rick Hillier, the Patron for Women in Defense and Security. The 2012 Conference will be comprised of a three tier lecture format in the areas of Operations, Leadership and Professional Development that will focus on the improvement of policing through best practices and emerging technology. Although the agenda still remains a work in progress, there will be a wide variety of topics that will certainly be of interest regardless of your level of experience or expertise. Several speakers have already been secured such as world renowned Human Trafficking expert, Commander Andy Baker from the Serious and Organized Crime Agency in the UK, OPP Detective Inspector Chris Nicholas who will present on ex- Retired Col Russell Williams serial murders, and Anne Marie Hagan, a motivational speaker, who witnessed her father's murder and speaks on forgiveness and justice. There will also be an interactive meth lab training session, and reams of other current and riveting presentations for our delegates.

A highlight of the

IAWP Conference is the International Awards Luncheon in which outstanding female police officers from around the Globe are recognized in the areas of Leadership, Commitment and Bravery. The International Award for Police Officer of the year is also presented at this prestigious event.

Combining this world class training with the added flavour of Atlantic Canadian hospitality, IAWP 2012 will prove to be a career and personal highlight.

Feel free to follow our progress on our website, [www.IAWP2012.org](http://www.IAWP2012.org) and mark the dates on your calendar. Our team, our city, our province and our country are enthusiastically waiting for you to commence your Journey to the Edge....it is just the beginning!



**St. John's, NL**  
**Photos courtesy of**  
**Cst. David Squires, RNC**





**AWLE Conference  
2011 will be  
held in Halifax NS  
October 18-21**



*Photos  
courtesy of  
Nova Scotia  
Tourism*



# Fredericton Police Force Host S

Another tremendously successful training conference was hosted by the Fredericton Police Force this year boasting 91 delegates in attendance! The line up of speakers kept the audience captivated for the duration of the conference. All speakers provided a forum for the delegates to reflect on the theme of the conference: “Your Career- Your Way” and prompted a number of discussions between the presenters and the attendees.

Dr. Kevin Gilmartin, a retired police officer from Tucson, Arizona and currently a behavioral sciences & management consultant, was our key note speaker. Dr. Gilmartin sparked off the presentations with his humour and entertaining stories along with his abundant knowledge on the topic of “emotional survival for law enforcement”. Dr. Gilmartin had a two part presentation that certainly made each officer in the room reflect on our own careers and lives which gave us some insight as to how our emotional survival with our job type is integral to our survival at home off the job. It was a captivating topic and presentation by Dr. Gilmartin!

Cst. Andrea Joyce from the Fredericton Police Force spoke to the group about flex hour options for women and men in policing. A new and upcoming alternative for officers being discussed by many police forces now is “job sharing”. It was a very informative session as Cst. Joyce has drawn from her own experiences and uses of the program with the Fredericton Police Force.

Kathy Watt spoke about “Developing your personal brand- Significance or Success”. Kathy discussed: “...a reflection of who you are and what you believe, which is visibly expressed by what you do and how you do it...”. Kathy challenged us as delegates to think in new ways about who you are in a manner that is unique to you.

Kathleen Howard, a certified coach with International Coach Federation presented on “Run, Jump, Fly” as a fun, interactive, insightful self assessment of your leadership muscles, leaving us with a clearer picture of what we need as officers to pay attention to as leaders.

A Multi Agency panel had a very interactive presentation with members from the Military Police, Canada Border Service Agency and a member of Department of Fisheries and Oceans. Each presenter talked to the group about their agencies and their roles as women in their profession and

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## *Atlantic Women in Law Enforcement Conference, Fredericton, NB, October*

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challenges and successes and how they developed their own careers...their careers-their way!

Finally, the Fredericton Police Force Investigators presented on the Shila Bari Murder - a case study. This file was very well investigated and highlighted some very interesting investigative techniques as well as cultural differences that made the case study fascinating to listen to and learn from as Police Officers.

After the uniform parade through downtown Fredericton, the 2010 Banquet Dinner and Awards Presentation provided an elegant forum for delegates to marvel at the accomplishments of our fellow women in law enforcement (and in the



# Successful Training Conference

*ent (AWLE) 18<sup>th</sup> Annual Training  
19-22, 2010 end of conference report*



formance with her involvement with training and has conducted presentations on numerous occasions at local, provincial, and national levels. She is an exceptional analyst and has reviewed several department initiatives and made recommendations. She has mentored her male and female coworkers and has developed and presented a Women in Policing seminar to recruits and visiting police from Gambia and the Philippines. She was involved with AWLE for many years as an executive member and Awards Chair. She inspires others through her leadership and accepts challenges that others may avoid, is passionate about important issues, and is willing to help those in need. She is a responsible team player and has played an integral role on many teams. Carol is a very deserving recipient of the Officer of the Year Award.

**Community Service - Cst. Karen Hemmens** joined the Royal Newfoundland Constabulary (RNC) in 1986 and has served in Labrador City and St. John's, where she currently is posted in the Community Services Section. While in Labrador she served as an active member in the community and worked with numerous community organizations. She developed a senior's manual, initiated a Crimestoppers Program, and assisted in the development and implementation of the Individual Support Services Planning Processes, to name some of the initiatives she has been involved with. For the past year, since her return to St. John's, she has continued her exemplary community work through her commitment to various programs. She played a significant role as an instructor in ensuring that all elementary schools in the RNC's jurisdiction received the DARE program. In partnership with the provincial Department of Education she developed a program to assist immigrant children to assimilate into their new environment. Karen continually makes herself available for activities that benefit the community and has made a significant contribution to provide assistance to many vulnerable groups.

**Excellence in Performance – Cst. Tammy Caswell** has been a member of the Saint John Police Force since 1999 and has been assigned to the Lower West Side since 2007. She has been incredibly diligent in improving the relationship between the police and the residents of the Westside. Through her dedication and information gathering skills and her invaluable contribution in tactical operations and routine enforcement many major criminal operations have been successful. She has cultivated sources and has made

case of the Team Endeavour Award, their male coworkers) and congratulate them on their extraordinary achievements! The following awards were presented:

**Officer of the Year - D/ Cst Carol Campbell-Waugh** has been a member of the Halifax Regional Police Department since 1989 and has just been seconded to the Canadian Security Intelligence Service (CSIS), the first municipal officer in Canada to hold a position with CSIS. Carol was recognized for the many aspects of her community service including her contribution to several boards and committees, as an Aide de Camp to the Lieutenant Governor, as a member of the police Colour Guard, and a volunteer with the Canada Games. Carol has exhibited excellence in per-



**Cst. Tammy Caswell, Saint John Police Force, Cpl. Angela Hawryluk RCMP "H" Division (NS), D/Cst. Carol Campbell-Waugh, Halifax Regional Police, Cpl. Michelle Mercer, RCMP "L" Division (PEI), Cst. Karen Hemmens, Royal Newfoundland Constabulary, Insp. Lise Roussel, RCMP "J" Division (NB)**

Westside. Through her dedication and information gathering skills and her invaluable contribution in tactical operations and routine enforcement many major criminal operations have been successful. She has cultivated sources and has made connections to gather criminal intelligence in her area. The community trusts her and continually shares information with her, and combined with her investigative skills, has resulted in a reduction of crime and an improved police/community relationship as well. She shares information within her department and with other external agencies to assist their investigations in a variety of criminal activities. Tammy treats everyone with respect and with her contribution and commitment she has made a tremendous difference in the community and to her department.



## Award Winners

### **Officer of the Year**

D/ Cst Carol Campbell-Waugh

### **Community Service**

Cst. Karen Hemmens

### **Excellence in Performance**

Cst. Tammy Caswell

### **Leadership**

Cpl. Michelle Mercer

### **Mentoring**

Insp. Lise Roussel

### **Team Endeavour**

The RCMP "H" Division Federal Enforcement Section,  
Led by Cpl. Angela Hawryluk



### **Leadership – Cpl. Michelle Mercer**

**Michelle Mercer** has been with the RCMP since 1989 and as of 2007 has been in charge of the Recruiting unit in Charlottetown, PEI. Due to resourcing issues beyond her control she was faced with performing the duties of two other employees at any given time, in addition to her own duties. She handled many sensitive matters with applicants that extended well

beyond the realm of recruiting, while dealing with her resource shortage and a physical relocation of her section. She kept her composure and terrific sense of humor at all times and her unit performed like a unit fully staffed and without incident. She has remained consistently organized and has ensured applicant needs are at the forefront of her priority list. Michelle has infectious leadership skills and maintains a high level of professionalism in all that she does.

**Mentoring - Insp. Lise Roussel** joined the RCMP in 1978 and is currently in charge of the Commercial Crime Section in Fredericton, NB. Throughout her career she has acquired the respect and admiration of members of the community as well as her colleagues. Her passion for Aboriginal communities and her love of the culture provided her with a great understanding and commitment that created sincere partnerships within the Aboriginal communities. She was involved with planning the first Atlantic Women in Law Enforcement conference held in 1992. She was determined to make a difference within the Aboriginal communities in her detachment area so she joined committees and attended various violence and abuse committee meetings. She was known as a police officer but also as a person in the community. She mentored a student for a practicum placement and provided her with various opportunities to gain knowledge and experience, which was of great



benefit once the student was accepted into the RCMP. Lise also received the Mentoring Award in 2005.

### **Team Endeavour – The RCMP “H” Division Federal Enforcement Section, led by Cpl. Angela Hawryluk,**

is based in Halifax. Since July of 2008 Angie and her team have conducted a large scale fraud investigation involving several subjects and business. The investigation involved a Part VI (wiretap) judicial authorization, undercover operations, and nearly forty judicial authorizations including one party consent, tracking warrants, number recorder warrants, search warrants, and production orders. The investigation encompassed the false registration of nearly five hundred vehicles, re-vinning, theft, possession of stolen vehicles, insurance fraud, prostitution, and drug trafficking and involved in excess of twenty thousand documents. The team created positive working partnerships with and had the support of various departments and agencies throughout the investigation, at local, national, and international levels. The section is composed of competent, knowledgeable, and dedicated members who have persevered to thoroughly conduct the investigation.

Congratulations to our deserving 2010 award recipients!

Thank you to the Fredericton Police Force and its organizing committee for a job well done!

# Fetal Alcohol Spectrum Disorder (FASD) Affected Youth and the Law

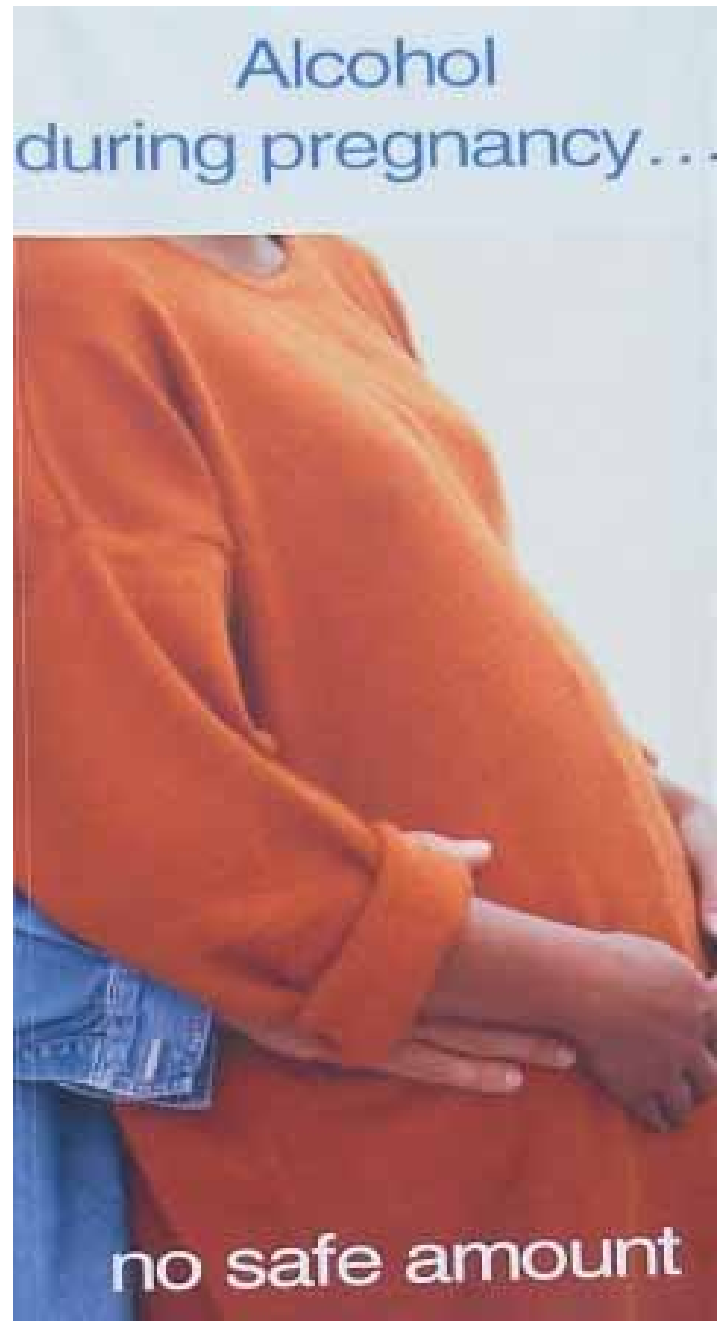
One aspect of our society where there are regular encounters with youth who have an FASD is the justice system. This article examines the life of a fictitious youth, but it is based on the lives of many youth. The first encounter for youth with the legal system is usually with a police officer. For the purpose of this article we call our youth Ted. But before we explore the world of Ted, let's have a quick introduction to Fetal Alcohol Spectrum Disorder (FASD)

Fetal Alcohol Spectrum Disorder (FASD) is a term currently used to refer to a variety of physical features and neurological and/or psychometric patterns of brain damage associated with fetal exposure to alcohol during pregnancy. Such damage to the brain can result in a range of structural, physiological, learning and behaviour disabilities in individuals. FASD is an umbrella term to indicate the spectrum of physical, cognitive and behavioural characteristics that can be seen in such individuals.

Fetal Alcohol Syndrome (FAS) is the medical term used to describe a specific identifiable group of people who all share certain characteristics: a specific set of possible facial features, central nervous system (CNS) dysfunction, and often growth deficiency and possibly other birth defects. In addition to FAS there are three other medical diagnostic terms; Partial FAS, Alcohol Related Birth Defects (ARBD) and Alcohol Related Neurodevelopment Defects (ARND).

One of the important aspects of FASD is in the understanding that the child/youth has brain damage. They have a disability that is sometimes referred to as the 'invisible disability'. The child/youth appears normal, but can have significant impairment of the brain. Many of the children and youth affected are average to above average in their intelligence. It is not that they don't know what is expected of them, they just can't do it because of their brain damage.

Ted is a sixteen year old youth. He was adopted at a very early age. His parents are very loving and supportive; it was after many unexplained behaviors and challenges that the parents received a di-



agnosis partial FAS for Ted. Ted has had many suspensions from school over the years for his uncontrollable behaviors. As he got older he started to hang with a group of youth who engaged in petty crimes, and was subsequently arrested by the police. He was charged with assault and sent to Newfoundland and Labrador Youth Correction Center in Whitbourne. He is presently on two year probation. This article will describe some of the more common characteristics of children/youth present-



**Working with children diagnosed on the spectrum presents with many challenges as each one is so uniquely different. They can present with a variety of characteristics including some of the following:**

- Some of the children are very verbal, but lack understanding as to what is being said to them
- They have difficulty with abstract reasoning, concepts of time, and/or understanding figures of speech as they tend to live in the literal world
- While they seem to grasp a concept one day, the next day it is as if they never heard of it, but a few days later they might remember it again
- Difficulty listening, staying focused and engaging with others
- They tend to be about half their chronological age with respect to emotional maturity as they move into their teenage years, this maturity factor causes many children to be ostracized by their peer group, or they will tend to isolate themselves

ing with an FASD. Hopefully you see how complex Ted's life is, as he tries to navigate life through his teenage years.

### **Difficulty Abstract Reasoning**

In Ted's case, there is a good indication that this is an area of a high level of impairment for him. He does not have an understanding of the concept of time. This does not mean he can't answer the question, what time is it? But he does not have a conceptual understanding of how long a period of time is. If you ask him to wait 20 minutes, he may not know how long that is. If you tell him a certain event will take place tomorrow, he may come back and ask repeatedly when this event is going to happen.

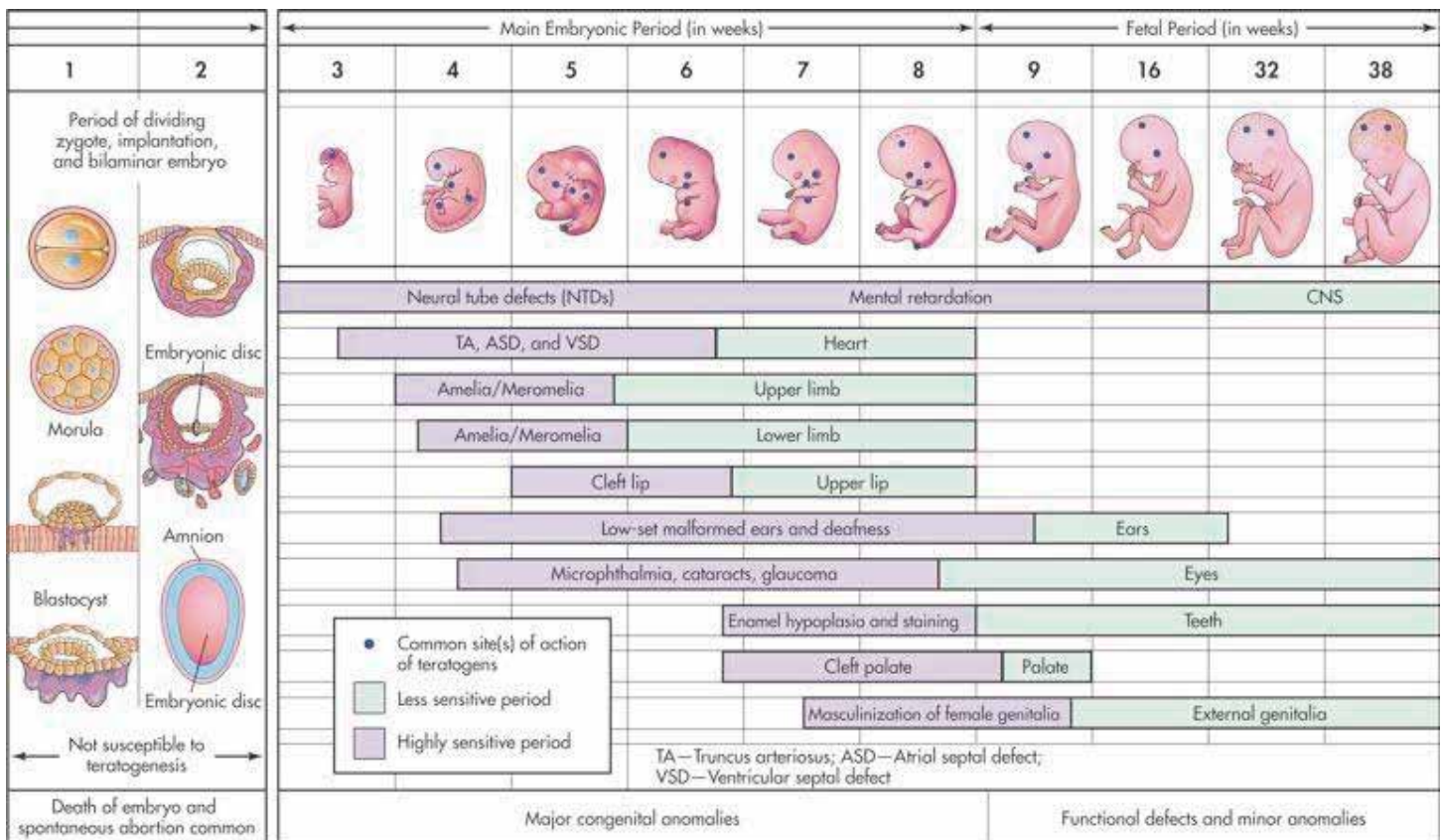
Youth with abstract reasoning issues may not understand figures of speech and words that have more than one meaning. They tend to take what is spoken to them literally. They may not get jokes, or may laugh at the wrong part of a story. They do not understand the concept of money. There was an incident a few years ago when Ted was 12. Ted took a large sum of his father's money and gave it away to neighborhood children. Ted did not know what the amounts were, but thought it was a way for other children to like him. He also did not realize what he was doing was in any way wrong. At the time, Ted did not have a diagnosis on the spectrum; the parent's thinking Ted did this deliberately, had the police arrest him for theft. They thought this would teach him a lesson and solve their concerns. It was the beginning of many encounters with the law.

### **Difficulty Cause and Effect Logic**

This is a major area of difficulty for Ted. He does not understand the 'if, then' concept. He has difficulty predicting how one action will lead to another. This also affects his ability to follow an agreed plan of action or understand the consequences of his actions. In reality every event is a brand new event. In Ted's case, he was placed on a probation order with many conditions. It was impossible for him to follow, or even remember the conditions. Subsequently, he was arrested for breach of his probation.

Behavior modification programs that follow the 'if, then' process would be very difficult for Ted to master or complete. This can be compounded by his lack of understanding of the concept of time. 'Do this now, and you get a reward later' would be problematic for him.

The brain damage caused by consumption of alcohol can have severe impact on the part of the brain responsible for memory, especially the cerebellum and hippocampus. It is even more frustrating for Ted because he is fairly articulate. He may be able to repeat an instruction given to him. This would lead the person giving the instruction the sense that he understood. However, a short time later when tasked with completing the instruction, Ted can't. It is often perceived as defiant behavior, but in actual fact he doesn't remember. A police officer reading Ted his rights may be satisfied with his response. But if asked later, if the officer had read him his rights he may say no. He probably



does not remember the event, or really did not process what had been read to him.

### Difficulty with Boundaries – Sense of Self

This is a very broad area which includes issues of ownership and sense of bodily space. It has to do with a person's sense of themselves in the environment around them. Many children who lack the concrete understanding of ownership are repeatedly accused of stealing. When you ask them where they got something, or where did they put something, they will usually answer I don't know. This is an issue for Ted. The giving away of his father's money is an example of this. It is why many youth with an FASD make lousy criminals. They do not have the ability to deceive. That is an abstract, learned concept. Ted is just as likely to do something that is considered wrong or illegal, right in front of people without any attempt to conceal his efforts.

### Difficulty with Sensory Integration

Many children on the spectrum have sensitivity to sounds and different kinds of lighting. They can become overwhelmed by the environment around them and may act out or withdraw. Sometimes they do both. It can also manifest itself in forms of severe anger which can result in physical violence.

Ted has significant impairment when it comes to managing his environment. He will shout and act out when he becomes overwhelmed. He can become extremely violent. However, during his time at the Youth Correction Center this was never evident. He has yet to learn how to manage his surroundings, but in this case, it was managed for him due to the structure and control the institution provides.

### Ability to Process, Organize, Retrieve, and Remember Information Often Seriously Impaired

Generally speaking these are the areas that are impaired in children and youth on the spectrum. These things do not happen in isolation. They are very much intertwined in the personality of the youth. They can learn many ways to compensate for their brain damage. Unfortunately they are usually not the appropriate ones.

It is critical that their environment have structure, routine and consistency. As was already referenced, Ted thrived at Whitbourne. This is not surprising given the level of structure, routine and consistency evident there. Unstructured time, where the individual is left to do things on their own is most dangerous for someone like Ted. If they are



left to their own devices to figure things out and make their own choices, then they will usually get into all kinds of trouble.

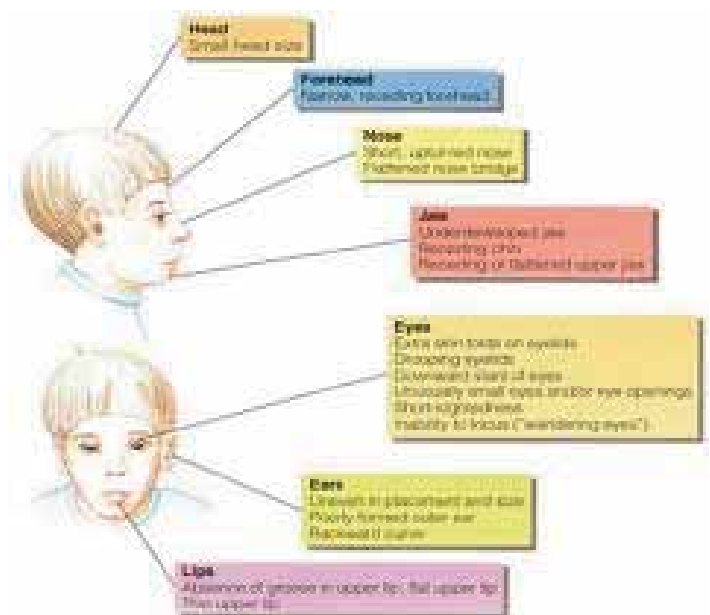
Many youth with FASD, and Ted would be no exception here, display secondary conditions. One of those is various levels of anxiety. They live in a world they cannot control and have little idea of what is expected of them. They do not have cause and effect logic, they have poor memory processing and the world is hard for them to manage because they are unsure of the next event. This results in acting on impulse, not thought or logic.

### **Socially Inappropriate Behaviours-Act Much Younger**

When we think of youth dealing with this disability, this is one of the most important aspects to consider. In the areas I have covered so far this point has to be layered over all of them. Children on the spectrum are generally half their chronological age. Their level of maturity is significantly impaired. So a youth who is sixteen, such as Ted, would be 8 from a maturity perspective. This is not always an absolute divide. It can have a range plus or minus, but it is usually within the 50% mark.

This has huge implications on how we perceive youth with an FASD. It has significant repercussions in the legal system. If you had an 8 year old before the court, would there be consideration or discussion about sending the child to a Youth Detention Facility? It also aids in understanding how Ted behaves. He has poor decision-making skills and has difficulty accepting responsibility for his actions. But then again, how many 8 year olds placed in a similar situation would be able to cope?

These youth are easily influenced by their peer group. They are eager to please and fit in. Because of their cause and effect impairment, they have difficulty understanding the consequences of their actions which is then compounded by their level of maturity. They become accomplices for more street wise youth. They tend to gravitate towards older youth and adults, but they can feel very comfortable in the company of younger children. If apprehended by the police, they may eagerly agree to whatever they are accused of because they want to please. As well, they may not remember details so will agree to things that maybe suggested by others, such as, during a police interview.



### **Social Problems-Sometimes Isolated From Peers**

Many of the youth with FASD have trouble maintaining friendships; this is especially true when they enter into their teenage years. They have difficulty following conversations, difficulty adjusting to their maturing peer group and difficulty with the complex relationships teens experience at this stage in their development. One of two things usually happens; they are ostracized by their peer group, or they ostracize themselves. They withdraw and tend to avoid people of their own age. It is also the stage at which they gravitate to older adults. Ted started spending time with older teenagers and young adults. They too were not in school for various reasons. He ended up in further trouble with the law.

#### **Lack of remorse for inappropriate behavior.**

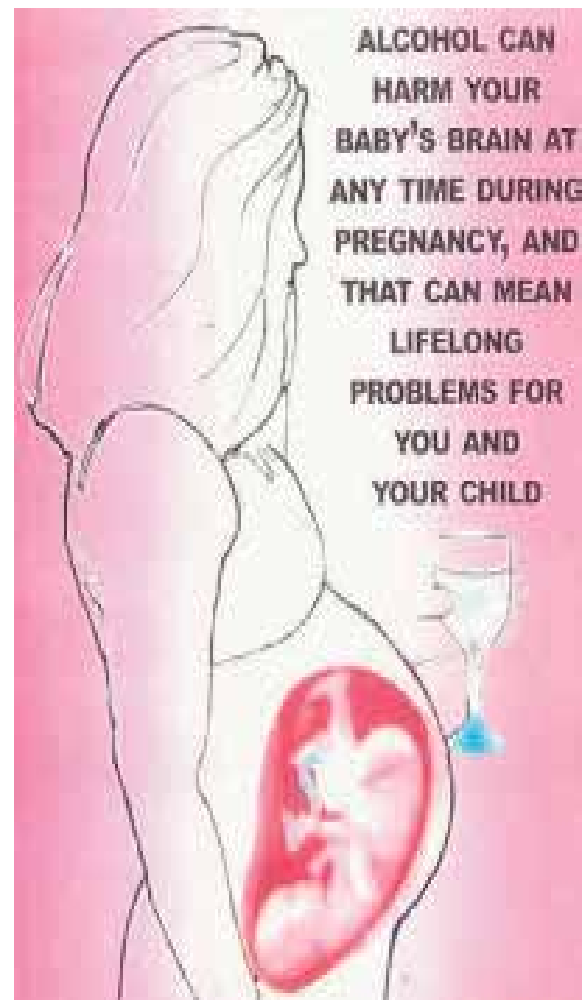
It is often observed by those working with youth on the spectrum the tendency for the FASD person to lack empathy or remorse for their actions. Once again these are abstract concepts. Youth with an FASD have difficulty with these concepts for many of the reasons I have already referenced. They have memory issues, they lack cause and effect logic and have trouble with time and sequencing events. If at the immediate time of an incident, Ted could be engaged in what he has just done, he might be able to gain some perspective on whether what he did was appropriate or not. However, the further away from the time of the incident, the less likely it is that he will make any meaningful connection.

tion. He is then perceived as lacking remorse or empathy, when in actual fact he doesn't remember or can't relate to the incident. It is also important to keep in mind Ted is functioning at a maturity level of an 8 year old. Children at that age would have difficulty with those concepts as well.

The most important component in Ted's life required to help him cope is structure, routine and consistency. He needs someone to help him focus every day. He needs a person in his life who can help him keep a daily schedule where he knows what is going to happen and when it is going to happen. He needs someone to become his 'external voice or brain'. This person would help him understand the world around him, and help the people in Ted's world understand him and his disability. Someone has to help manage Ted's environment and teach Ted how to manage it for himself in the long term. Children, youth and adults who have this type of support in their lives can learn to manage their disability and become very successful and productive individuals. Others affected may need intensive support throughout their adult life. Without proper support and intervention, many of the FASD affected youth, like Ted, will end up in our prison system. It is estimated that as high as 60% of the prison population are inmates who are somewhere on the spectrum of FASD.

**Bio:**  
**David Martin**

David is an educator with over 32 years experience in the field. He graduated from Memorial University with a Bachelor of Arts (education) and a Bachelor of Special Education followed by a Masters of Education (Guidance & Counselling) from the University of New Brunswick. David spent most of his teaching career in Labrador as a special education teacher and guidance counsellor in the grades 7-12 system. In 1996 he accepted a position as Program Specialist for Student Support Services with the Labrador School District. His responsibilities encompassed all aspects pertaining to the delivery of special education services throughout Labrador. It was during this time his expertise in the area of Fetal Alcohol Spectrum Disorder (FASD) began to develop. In 2005, he was seconded by the Newfoundland and Labrador Department of Education as Provincial Consultant for



FASD. He provided strong leadership with respect to the strategies and interventions to be implemented when working with children and youth with an FASD. He worked closely with educators, families and children, as well as with other government departments and agencies working with affected children and youth. In April of 2009, David retired. In August, 2009, he accepted a position with Key Assets, NL as their Provincial Education Coordinator. Key Assets is part of a group of long established foster care agencies working internationally to high standards helping children and youth in care to achieve positive outcomes. David has delivered sessions on FASD in the UK, Ireland, Australia, New Zealand and the USA.

He can be reached at Key Assets, 120 LeMarchant Road, St. John's. 709-579-4942 or [dave.martin@keyassetsnl.ca](mailto:dave.martin@keyassetsnl.ca) or for further information about Key Assets please go to [www.keyassets.ca](http://www.keyassets.ca)



## Region Eleven Report - February 2011

### *Continued from Page 5*

2011 I attended the funeral of Sgt. Ryan Russell in Toronto and it was an experience I will never forget. In many ways the entire series of events was surreal. I also extend special thanks to the Peel Regional Police for escorting me through the airport upon my arrival and the Metro Police for transportation to 52 Division on the day of the funeral. With close to 13,000 police officers and civilian police employees in attendance, it was sure to be one of the largest police funerals in Canadian history. The parade route was a sea of police forges caps and Stetsons and the funeral was very well planned to the smallest detail, with many people working hard to honour Ryan and his family and support his wife Christine and son Nolan. On an individual note, I had the experience of working with Ryan's father Glen Russell back in the 1980s when he was my secondary coach officer at 55 Division, down in the "Beaches". Ryan would have been a young boy at that time his father coached me in my early policing days. While at the funeral I pre-planned to connect with my former primary Coach Officer retired Ken Powell of 55 Division. He and his wife Lorraine and I have remained good friends over the years and our time spent together after the funeral on January 18th was a special blessing on a very sad day. Please keep Ryan's family in your thoughts and prayers.

On a final note I am pleased to report that a partnership committee I have been working with for the past year and a half has officially launched a new program called the "Safe for Pets Too...in Transition with you". This provincial program was developed in partnership and officially endorsed by NB Association of Chiefs of Police, RCMP, NB Veterinary Association, NBSPCA, Transition Houses and other partners. Public information cards will be distributed at the NBACP conference in mid-February for circulation to front line staff. This program is designed to facilitate transition houses, outreach

workers, veterinarians, the NBSPCA and the police to successfully intervene in cases of domestic violence when the presence of animals is a barrier to women leaving an abusive relationship. The program is a province wide 30 day free foster care service. I was so pleased to have the opportunity to meet and work with others who are committed to making a difference in the domestic welfare of women fleeing from abuse and providing assistance to their beloved animals in the process. Among those critical partners were Sgt. Tammy Ward of the RCMP "J" division, Dr. Krista Foreman veterinarian and program co-chair, Mr. Mike Murphy executive Director of NBSPCA and program co-chair, Patty Michaud Transition House Miramichi, Dr. Deborah Doherty of NB Public Legal Education, Glenda Turner our treasurer, and Dr. Mike Maloney provincial agriculture and aquaculture. (Please note the program was inspired by the co-authored research of Dr. Deborah Doherty and Dr. Jennie Hornosty).

On February 8, 2011 the committee provided training on the program to Transition House and Outreach workers from around the province. The training day was followed by the official launch sponsored by the NB Status of Women on February 9th, 2011 and included introductory remarks by provincial government Member of Legislative Assembly Margaret Ann Blaney, Minister responsible for Status of Women.

Please remember to renew your IAWP membership through the IAWP business manager Wendy Wilson at [www.iawp.org](http://www.iawp.org) and check out this years' conference website for Kentucky 2011 at [www.iawp2011.org](http://www.iawp2011.org).

Be well and stay safe,

Leanne Fitch

IAWP Region 11 Coordinator

Deputy Chief of Police

Fredericton Police Force

# Not a Member Yet?

**Membership has its benefits.**

**Why not become a member of AWLE?**

# ***New Service to shelter pets of abused women***

Safe For Pets Too...in transition with you (SFPT) is now in operation. This new province wide service provides temporary shelter and veterinary care for pets of women who are leaving an abusive relationship. It is intended to help women who are concerned about the safety of their animals. Women can access the service through transition houses, domestic violence outreach offices, or, during emergencies, the police/RCMP. An NBSPCA Animal Protect Officer will transport the animals to safety, a veterinarian will examine them, and they will enter into foster care for up to 30 days. At the end of the foster period pets are returned to their owners unless an extension is requested.

SFPT will be officially launch on February 9th at a lunch and learn in Fredericton. However, the service has already helped find foster care for several pets of women using transition houses. Dr. Krista Foreman, Chair of the committee organizing this service, explained, "We have been on stand-by several times for women who have then been able to find an alternate arrangement with confidence that they had a back-up plan. We will soon be returning 2 dogs and 3 cats to a woman and her 2 children. After offering her a 30 day extension, a very happy and grateful woman was able to find a pet-friendly home!"

The organizing committee began its work almost 2 years ago following the launch of the Safer Families...Safer Communities project where Dr. Deborah Doherty presented findings from research on the link between family violence and the abuse of pets and farm animals in New Brunswick. Of the households in the study, 70% had pets and of those nearly half the women indicated their partner had threatened to harm the pets. In many cases, pets had been harmed or killed. Dr. Doherty emphasized, "This is a serious and widespread situation – and women are putting their own safety at risk. These animals love them unconditionally and women return that love. Many refuse to leave if they feel their partner will kill or harm their pet."

Inspired by this research, an organizing committee formed which includes representatives from the NBSPCA, New Brunswick Veterinary Medical Association (NBVMA), police, New Brunswick Chiefs of Police Association, New



Brunswick Department of Agriculture, Aquaculture and Fisheries, transition houses, outreach offices, Public Legal Education and Information Service of New Brunswick, and more. They looked at similar programs in the USA as well as SafePet which is operated by the Ontario Veterinary Medical Association. These models were adapted to fit the needs of a rural province with its unique obstacles to transporting animals, finding veterinary care/fos-

tering and ensuring the safety of volunteers.

After addressing these challenges and developing program guidelines and consent and waiver forms to protect volunteers from liability, the new service was created. The development and administration of the service has been a truly cooperative effort and its success depends on the contribution of the many different individuals and agencies on the committee and those on the front line who are donating their time and in-kind services.

Although the service will largely deal with cats and dogs and small pets, the New Brunswick Department of Agriculture, Aquaculture and Fisheries has agreed to provide veterinary care and aid in fostering and transportation in situations involving farm animals. The NBVMA has provided a grant to help with the cost of medicines, vaccinations and boarding associated with the free examination of the animals provided by veterinarians. A second small grant from the Beatrice Watson-Acheson Foundation is helping with publicity, promotion and start-up costs. However, the committee is now searching for funds and corporate sponsors to assist with the on-going operational costs of transporting pets to distant, safe locations and later returning them to their owners.

Anyone interested in learning more about this service or making donation can contact the NBSPCA at [mmurphy.nb-spca@bellaliant.com](mailto:mmurphy.nb-spca@bellaliant.com), or attend the launch at noon on February 9th in Fredericton. Just contact the Advisory Council on the Status of Women to register - [acswcccf@gnb.ca](mailto:acswcccf@gnb.ca). Presentations will be made by Safe For Pets Too committee members with greetings from the Minister Responsible for the Status of Women, Hon. Margaret-Ann Blaney.





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