



The Notebook



The Newsletter of Atlantic Women's Law Enforcement / Bulletin Femmes dans l'application des Lois de l'Atlantique
www.awle.org

Inside this issue

Female Leadership through fitness

Journey to the Edge

Amber Alert



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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From the Desk of the Editor

It seems the last six months since our last publication has flown and I hope you enjoy this latest issue of the Notebook. Included in this issue you will find details of the training opportunities for the upcoming 2013 AWLE Conference, a report outlining the various activities of our Region 11 coordinator, some recent promotions, awards and recent case law decisions that may impact your daily duties.

The IAWP 2013 Conference was held in Durban, South Africa from September 21-26 and was attended by members of the 2012 planning committee as well as our IAWP Regional Coordinator. The attendees experienced a successful conference and had safe travels. We will share some details and pictures in our next issue of the Notebook regarding their experience.

The AWLE 2013 Conference is being hosted by PEI. The final preparations are being made and the planning committee is getting set to provide a high caliber training week. There is a full article on page **10** including some information on the speakers and the tentative agenda. Make sure that you send in your registration form and join us for this event.



The conference will include a meet and greet, a uniform parade, followed by a formal dinner, awards ceremony and will also include a fun night.

This year during the AWLE AGM voting will take place for three executive positions that are up for election (Media Relations, Notebook Editor, and Membership Coordinator). If you or someone you know may be interested in becoming involved in the executive, please take the time to consider the various positions that are available. We will be accepting nominations until the AGM.

Report from the President



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

This year's AWLE conference will be held in beautiful Charlottetown, PEI. Cst. Tara McBride and Cst. Louanne McQuaid of the L Division RCMP have been planning a conference that will provide you with excellent professional development and unique networking opportunities. More information regarding the conference can be found in this edition or on our website www.awle.org.

Congratulations to Cst. Samantha McInnis of Fredericton Police Force who received the International Association of Women Police Medal of Valour Award! Samantha was the recipient of last year's AWLE Medal of Valour and was nominated for an IAWP award this year. She attended the IAWP conference in Durban, South Africa, in September to receive her award.

The IAWP 2012 Committee received the Destination St. John's Award of Distinction for hosting the IAWP conference in St. John's in September, 2012. The RCMP and RNC, in conjunction with the AWLE, cohosted an outstanding event that saw 713 participants from 56 countries participating. Well done!

For the third consecutive year the AWLE sponsored a Female Leadership in Fitness Award at the Atlantic Police Academy. At the APA graduation ceremony at the end of August I presented the award to Cadet Andrea Vriend of New Brunswick. Each year a "keeper" award and a bursary will be presented to the top female cadet who exhibits leadership in her fitness abilities and a permanent trophy with

inscription will be displayed at the Atlantic Police Academy. See the article on Andrea in this edition.

Congratulations to AWLE Secretary Carolyn Nichols and AWLE Notebook Editor Sharon Warren on their promotions! Both Carolyn and Sharon were promoted to the Sergeant rank and will assume responsibilities on a shift in patrol. We wish them all the best and congratulate them on their well-deserved promotions!

It's time to renew your membership! Renew your membership by January 31 to take advantage of reduced rates for the 2014 conference and to receive a gift and free Notebook subscription.

With reference to next year's conference, a location has not yet been determined. If you are interested in hosting a conference, please let me know. The host committee can be from any law enforcement agency, not necessarily a police agency.

We look forward to seeing you at the conference in Charlottetown!

Stay safe!

Paula

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Leanne Fitch Named Chief of Fredericton Police Force

Fredericton, NB (*June 10, 2013*) – After an extensive national competition, the City of Fredericton today named Leanne Fitch as its next police chief.

Chief Fitch has 28 years experience in policing, with 27 of those in the Fredericton Police Force (FPF). A native of Fredericton, she was appointed Deputy Police Chief in 2005 and for the past 11 months, she has been Acting Police Chief.

“Leanne Fitch is going to make an excellent police chief and I’m proud to say she’s home-grown. We’ve got an exceptional individual here who brings a unique combination of on-street policing experience and management leadership. I believe she’s the right person to bring our police force into the 21st century,” said Wayne Tallon, Director of Public Safety for the City of Fredericton.

Fitch is the first women to become chief of a municipal police force in Atlantic Canada.

The search for a new police chief began last September and attracted more than 30 candidates from across Canada. The search committee was chaired Director of Public Safety Wayne Tallon and included Councillor Greg Ericson, Councillor Eric Megarity, Councillor Kate Rogers, Chief Administrative Officer Chris MacPherson, Kelli Mills, human resources; and Kevin Mole, Assistant Deputy Minister Public Security and Corrections with the Province of New Brunswick.

“This was a very intensive search process, the most rigorous we’ve ever conducted. We cast our net from one coast to the other and had a number of top candidates. In the end, the search committee selected someone from our own community and from within the Fredericton Police Force. I’m very happy with the process and the result,” added Fredericton’s Mayor Brad Woodside.

Chief Fitch has served many functions with the Fredericton Police Force over the past 27 years, including Constable in Patrol Response; Coach Officer; Street Crime Unit investigator; Family Services Detective in the Criminal Investigation Division; Community Policing; Media Liaison;

Training Officer and Patrol Platoon Supervisor as a corporal and a sergeant. She also served as the Special Munitions Team Leader and Taser Instructor for the Crowd Management Team.

She began her connection with the FPF in the 1980s as a summer Park Patrol Officer and a volunteer auxiliary officer, while still a student at the University of New Brunswick, where she earned a Bachelor of Arts Degree in 1985. She went on to study at the Ontario Police College, and served with the Metropolitan Toronto Police before returning to the Fredericton Police in 1986 as a front line patrol officer.

“This is a great honour and a great responsibility. I’ve spent my entire adult life committed to policing, whether it has been on the street or in a management role. I’m passionate about the work and about serving the citizens of Fredericton. I look forward to leading our force into the future,” said Chief Fitch.

Chief Fitch indicated her initial focus would be on implementing the Strategic Plan for the FPF which was endorsed last month by City Council.

Chief Fitch received a Master of Arts Degree from the University of New Brunswick in 1995, which she completed while working full-time for the FPF. The focus of her graduate studies was on the sociology of policy, community policing and organizational change. Her thesis was nominated for a Governor General’s Gold Medal Award. Since then, she has presented on these topics nationally and internationally.

In 2002, she was named Officer of the Year for the Atlantic Women in Law Enforcement. The following year she was named Officer of the Year by International Association of Women Police.

International Association of Women Police

Region Eleven Report October 2013

iawregion11@gmail.com

<http://iawregion11.blogspot.com>

Summer is coming to an end. Fall is upon us, and it seems that time has just flown by. I am writing this article just back from Belfast and preparing myself to attend the 2014 IAWP Conference in Durban, South Africa. Since my last article, a lot has happened in the Region, some new items and some continuing issues. In Ontario, IAWP Affiliate Liaison and Past OWLE president Sergeant Myra James has been leading a team of wonderful individuals including OWLE President Jo-Ann Savoie in a Habitat for Humanity Women in law BUILD project in Hamilton. From assisting in raising funds for the project to physically participating in the build itself Myra continues to be the leader she has always been. I encourage members to assist Myra or any of the involved members in raising funds for the project. This project will help a family of 8 who currently live in an apartment in Stoney Creek. The children in the family range from 14-21 years old, the two youngest children are disable and require wheel chairs. You can help by donating at <http://www.wilbuild.ca/contact.html>. Every little bit helps.

On July 6th 2013, Lac Mégantic was rocked by an explosion caused by the derailment of railway cars carrying crude oil. 47 people lost their lives, a town lost its core and a community suffered indescribable loss. A disaster of this magnitude warrants extra policing, use of Emergency services such as fire and EMS, all levels of government, most of all the strength for community members to stand together and the support of an entire country. My thoughts and prayers are with all of those affected. I have reached out to members de la Sureté du Quebec in hope of getting input from officers assisting this community. Similar to the 2011 wildfire of Slave Lake, it would not surprise me to find that officers residing in Lac Mégantic patrol the community they call home.

In news from Fredericton, Leanne Fitch, was named Fredericton Police Service's Chief of Police. I could not have been happier when I heard the news. Chief Fitch is the first female police Chief of Atlantic Canada. With 22.1 percent female officers in her service, Chief Fitch is a leader to be looked up to. I echo the thoughts of many when saying that Chief Leanne Fitch's visions, street, management and leadership experience will keep the service at the forefront in Excellence in Policing. I wish you all the best during this journey.

On July 29th 2013, I embarked on a beautiful experience and challenge, the 2013 World Police and Fire Games in Belfast, Northern Ireland. Upon my arrival I was greeted by a former PSNI member who showed me how friendly Northern Ireland is. I arrived a day before the rest of the team and discovered very quickly how to get around Belfast. The local transit was great and the operator very helpful. I visited the Titanic Exhibition and the Boat House which I recommend to everyone.

Detective Suzanne Byrnes

Once the team arrived we continued to experience the cuisine and outstanding hospitality the people of Belfast had to offer. On August 1, following a morning of practice in the Lagan River, Belfast in a much expected weather, rain, rain and more rain, athletes, family and friends and the community gathered at Kings Hall for the most spectacular opening day. The organizers outdid themselves. Following opening night the team was shown more of Belfast's hospitality. I would like to thank another former member of the PSNI for guiding us and showing us some of the pubs and history of Belfast.

York Dragons under the tutelage of Coach Matthew Ma really came out in force. An underdog not to be messed with managed to bring home three medals. Finishing third against Germany and Singapore Police, the 10 men's team showed their strengths. Likewise, York Dragons 10 mixed team finished a close third against Singapore Police and Germany, giving them a run for their money. Finally, York Dragons 20 mixed team aka the U.N team gave Germany the shock of their life by finishing first and grabbing the Gold medal. I would like to thank the following participants who assisted York Dragons in accomplishing the success they did in Belfast.

Detective Constable Gregory Barnes York Dragons
Superintendent Mark Brown York Dragons
Detective Constable Aldo Cervini York Dragons
Constable Rohan Dinwall York Dragons
Detective Constable Ian Hsiung York Dragons
Detective Constable Matthew Ma York Dragons

Jackie Moro York Dragons
Constable Ashley Smith York Dragons
Constable Scott Vincent York Dragons
Constable Jayme Cook York Dragons
Constable Eon Lam York Dragons
Mike Morrow Toronto Fire Department
Constable Yekaterina (Kate) Gatamiyeva Toronto Police Service
Brian Connolly Retired Det/Sgt Police Service of Northern Ireland
Chief Inspector Operations Kenneth Pennington Police Service of Northern Ireland
Sam Sittlington Police retired Det/Inspector Police Service of Northern Ireland
Sergeant Phil Neill Police Service Northern Ireland
Dianne Crockland Retired Police Service Northern Ireland
Julie Padelford Miami Fire
Lea Browning Lake Havasu City Fire Department
Members of the Singapore Police Service

I would also like to mention Constable Gary Vosburg York Regional who brought was successful in bringing back a bronze medal in Judo as well as Detective Constable Meredith Woodland York Regional Police who competed in the Toughest Competitor Alive and also grabbed a bronze medal. Meredith was only a few points away from the Silver. Congratulations to all, you really made your services proud.

As I mentioned in my previous article, I have completed three motions to be presented at the Late Board meeting in Durban relating to the naming of awards. Anyone wanting to see a copy of the motions and supporting documents are asked to forward me an e-mail. In addition, I will carry two items which had not been reached at the Early Board Meeting: the creation of a charity walk/run during the annual IAWP conference. This idea was suggested by a member and I think it is a great opportunity to involve both the communities and the participants. Money raised could go to the local memorial fund for fallen officers. The other suggestion, also brought forth by a member, was the introduction or participation of discounts on airlines, hotels, or the use of travel homes for IAWP members travelling to regional or annual conferences. I welcome any other ideas from members. For those members who are unable to attend the conference in Durban, South Africa please make yourself familiar with the Agenda of the Annual General Meeting and the Late Board Meeting and where warranted make use of the Proxy vote.

Just a reminder, The Atlantic Women in Law Enforcement is hosting their training conference in Charlottetown, P.E.I November 5-8, 2013. The cost of the conference is \$275.00 before October 5th and \$325.00 after. Contact Constable Tara McBride at Tara.mcbride@rcmp-grc.gc.ca or Constable Louanne McQuaid at louanne.mcquaid@rcmp-grc.on.ca, the conference co-chairs for inquiries. Registration forms are available on line.

IAWP 51st Conference 2013, Durban South Africa

On September 16th 2013, Hamilton Police Service Sergeant Myra James and Det. Suzanne Byrnes travelled to Dubai and onto Durban South Africa to attend the 51st IAWP Conference, held for the first time in South Africa. The conference also marked the 100 year of Policing in South Africa. Two days of Board meeting pre-dated the actual conference. The South Africa Police Service should be recognized for hosting the Board Meetings and for their great hospitality. The meetings were held at the Police Academy located in Chatsworth.

During the Board Meeting, the 50th IAWP Conference Coordinator Inspector Sue Bill, from The Royal Newfoundland Constabulary and her committee provided their final presentation and report. The Conference held in Newfoundland was a great success.

Having taken part of the 51st conference opening day, the parade of the Nations and the multitude of training sessions and social events focusing of the African Heritage, I raise my hat to the South Africa Police Service who managed to host the best ever attended IAWP Conference with 1300 delegates representing 54 Countries, job well done. Canadians were well represented with approximately 40 delegates from across the country. During the parade Det. Sandra Martin from Winnipeg Police Service, Director of the 52nd IAWP Conference to be held in Winnipeg in 2014 led the Canadians on.

The conference committee was well supported by various members of the government especially the South African Police Service. A special dedication to National Commissioner General Riah Phiyega should be noted. Her presence during the entire conference and at several events reinforced her support of the conference and the women in policing in Africa.

IAWP Region 11 did very well at this year's Award Luncheon. Hamilton Police Service Susan Double was the recipient of the Civilian Achievement Award and Constable Samantha McGinnis from the Fredericton Police Service was one of the Medal of Valor Award recipients.

If you are interested in attending the 52nd IAWP Conference in Winnipeg please visit www.iawp2014.org. This promises to be the first ever fully bilingual IAWP conference.

For those member who have yet to have logged on the IAWP members' only site please look it up. If you have difficulties with the password or username, contact Carol Paterick at carolpaterick@gmail.com.

If you have any comments, suggestions or just want to reach out please do so. As I say, my door is always open.

Looking forward to hear from you soon



IAWP 2012 Core Committee member receives Prestigious Award

On October 4th, 2013, at an Awards Ceremony held at the B Division RCMP HQ, Assistant Commissioner Tracy Hardy awarded Cst. Beverly Bryant with the 'Commander's Commendation for Outstanding Service' for her performance as a member of the Core Committee to host the International Association of Women Police (IAWP) Conference in St. John's, NL from September 9 - 15, 2012. The committee was a partner-

ship between the Royal Canadian Mounted Police and the Royal Newfoundland Constabulary and hosted an extremely successful conference. Cst. Bryant received the award for "Conducting herself with extraordinary professionalism and competence throughout and contributing greatly to the success of the conference" and was very humbled and honoured to be receiving such a prestigious award. Congratulations Beverly!

Halifax Regional Police Promotes Officer



On September 20, 2013 Halifax Regional Police held a promotional ceremony.

Carolyn Nichols was promoted to the rank of Sergeant by Chief Jean-Michel Blais in the Meisner Room at Police Headquarters.

Sergeant Nichols is a 14-year veteran who has worked in Patrol and with Criminal Intelligence Service Nova Scotia. She is also a member of the executive of Atlantic Women in Law Enforcement. Sergeant Nichols will continue to be employed in Patrol in East division.

Sergeant Nichols is the third generation of her family to serve as a police officer.

Cadet Andrea Vriend wins 2013 AWLE Female Leadership in Fitness Award

Cadet Andrea Vriend was the 2013 AWLE Female Leadership in Fitness Award recipient at the Atlantic Police Academy and was presented the award by AWLE President Paula Raymond at the APA graduation in August.

According to Andrea, while she was growing up she had always been active in athletics; everything from ballet, gymnastics, and swimming, to judo, soccer, basketball, downhill skiing, tackle football and track and field. When she attended St. Thomas University she stayed active, but let her studies in Criminology and Psychology take precedent. She enrolled in every policing and law course the University offered. She quickly gained a passion for law enforcement and policing and immersed herself in everything she could that involved policing. She was hired by Campus Police and volunteered in the RCMP Stetsons, achieving promotions in both. When she graduated in 2011 she was hired in the University of New Brunswick Security and Traffic Department as a patrol officer, which helped her develop a variety of skills that have furthered her policing career.

Staying fit when she went to the Atlantic Police Academy was hardly a choice. Between the 4AM outdoor runs in January, the circuits of what seemed to focus on nothing

but legs, the interval sprinting in May, and everything in between only ensured her physical fitness. It was her control tactics classes however that were more policing oriented and really drove home how much a policing career depends on staying fit. Along with the regular training, her instructors made sure she knew what it would be like to run, and fight, with all the necessary police gear on, and being able to experience this alone proved how vital staying in shape is in a career in law enforcement.

Andrea said “Knowing I am just stepping into what will hopefully be a long and successful career in policing, I am honored to be the recipient of the Atlantic Women in Law Enforcement’s Leadership in Fitness Award for 2013.”

Congratulations Andrea and all the best in your policing endeavours!



International Association of Women Police 2012 conference wins Toursim Award

The City of St. John's annual Tourism Awards Ceremony took place on June 13, 2013 at St. John's City Hall. As part of the awards ceremony, Destination St. John's awarded the ***Destination St. John's Award of Distinction*** to the conference of the year. This year's winner of the ***Award of Distinction*** was the *International Association of Women Police 2012* conference.

The Destination St. John's "Award of Distinction" recognizes the work of a local planning committee or individual who was instrumental in bringing the meeting/conference/event to St. John's. This award is based on the following criteria:

- The work of the committee or individual will have been judged as prominent in the decision to choose St. John's as the location for the meeting/conference/event.
- The meeting/conference/event must be re-

gional, national or international and bring substantial economic benefit to the area by way of overnight accommodation nights sold.

- Guest programs and pre and post experiences should be offered to delegates as part of the meeting/conference/event.
- The profile of St. John's, the region and the province should be heightened by hosting the meeting/conference/event.

The International Association of Women Police 2012 conference was selected as the Award Recipient from all conferences that were held in St John's in 2012. The Award was presented to Conference Co-Directors Inspector Suzanne Bill of the Royal Newfoundland Constabulary and Corporal Colleen Fox of the Royal Canadian Mounted Police by Cathy Duke, the CEO of Destination St. John's.





Charlottetown, Prince Edward Island hosts the 2013 Atlantic Women in Law Enforcement Annual Conference

This year’s Atlantic Women in Law Enforcement (AWLE) conference will be held November 5-8, 2013 in Charlottetown, Prince Edward Island, hosted by the RCMP and local police agencies. Conference Co-chairs Cst. Tara McBride and Cst. LouanneMcQuaid have selected the theme of the conference “Beyond HEROes and HERizons”, with training provided to female officers that will allow and encourage them to go beyond and reach for their priorities and goals. The host hotel is the Delta Prince Edward, in downtown Charlottetown, which is offering a group rate. Registration forms can be downloaded from the website.

Join us for an exciting lineup of speakers and a host of fun.

Our keynote speaker will be **Judge Nancy Orr**. Judge Orr is originally from Prince Edward Island and studied law in Ottawa, Ontario.



Jeff Zelevansky / Special to the Chronicle

Parry Aftab is a US lawyer, child advocate and expert in all aspects of cyberlaw, best practices, cyberbullying and cyberharassment, cybercrime and privacy. She is also a risk-management and best practices consultant and advisor to the leaders of the Internet and digital technology industries.

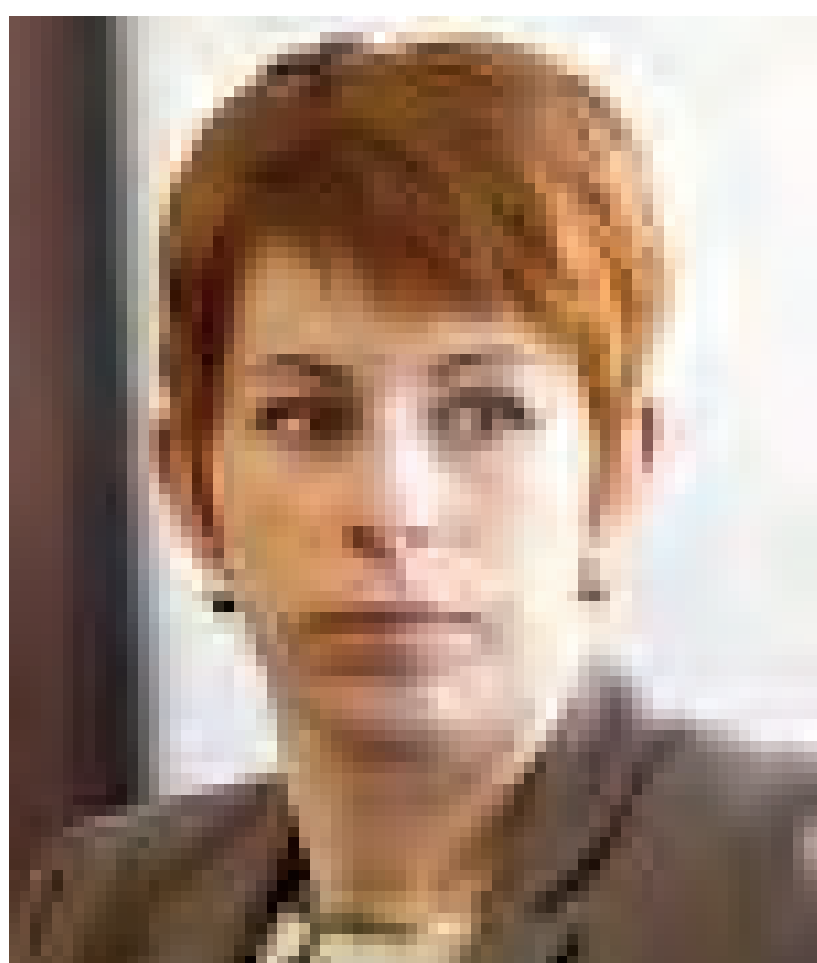
AWLE 2013

Charlottetown Conference

The US Congress formally honored her work in cyber safety in 2005; the help group she formed received the President's Service Award from the Clinton White House and in 1999 UNESCO appointed her to head up its online child protection project for the United States. Parry was named to the Harvard Berkman Center-administered Internet Safety Technical Task Force (the ISTTF) in 2008 created to advise the Attorneys General from 49 states on cyber safety issues.

In 2009 she was appointed to the National Telecommunications Information Agency's Online Safety Technology Working Group (OSTWG) created by act of Congress to advise the FTC, FCC and Congress on cybersafety issues. She assists the United Nations and other international policy-makers on best practices, privacy, and safety, as well.

Dr. Marnie Wood is a Medical Examiner with Nova Scotia's Medical Examiner Services. She provides service from Halifax and will discuss the preservation of evidence as it relates to Sexual Assault.



Caroline Leblanc is a registered psychologist that services the area of Charlottetown, Prince Edward Island. She will present on Post-Traumatic Stress Syndrome. Caroline graduated from the Master's program in Clinical Psychology from Université de Moncton in 1991. Her work background includes Correctional Services of Canada, Provincial government Corrections and EAP program, Veterans Affairs Office of Conflict Resolution and Director of Holland College's Assessment Services for Adults. Since 2002, she has been in full time private practice. Her areas of interest are trauma, PTSD, first responders, anger management, couple therapy, anxiety and depression.





AWLE 2013

Conference Agenda

All events will take place at the Delta Convention Center & Hotel, 18 Queen Street, Charlottetown, PE.

Tues. November 5th

18:00 - 22:00 Registration/Meet & Greet

Wed. November 6th

08:00 - 09:00 Late Registration

09:00 - 09:30 Opening Ceremonies

09:30 - 10:30 Keynote Speaker - Judge Nancy ORR (PEI)

10:30 - 10:45 BREAK

10:45 - 12:00 Bullying via social media/Sexting
Parry AFTAB - Lawyer/Expert in Cybercrime

12:00 - 13:00 LUNCH

13:00 - 14:30 Evidence Preservation/Crime Scene - Sexual assault
Dr. Marnie WOOD (Nova Scotia)

14:30 - 14:45 BREAK

14:45 - 16:00 Post Traumatic Stress Syndrome
Caroline LEBLANC (RCMP Psychologist)

18:00 FUN NIGHT

Scavenger Hunt through Charlottetown beginning at the Delta in Charlottetown and ending at the Old Triangle

Thurs. November 7th

09:00 - 10:30 Human Trafficking

Natasha Jamieson (H Div RCMP)

10:30 - 10:45 BREAK

10:45 - 12:00 My Journey from Tragedy to Forgiveness

Anne Marie Hagan - Motivational Speaker

12:00 - 13:30 AWLE Annual General Meeting/LUNCH

13:30 - 15:30 Case Study: R vs Gilbert - Large international child pornography investigation and prosecution

Crown Karen Lee Lamrock (Crown Attorney)
Cst. Tonia Williams (J Division RCMP)

16:30 PARADE at Peace Officers Memorial
Reception at Government House

18:30 AWARDS BANQUET

Friday, November 8th 09:00 - 09:30 Prize Draws/Opening comments

09:30 - 09:40 BREAK/Setup for Case Study

09:40 - 10:30 Case Study : The Rape & Murder of Victoria (Tori) Stafford

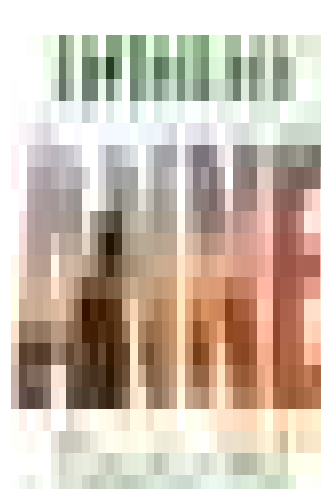
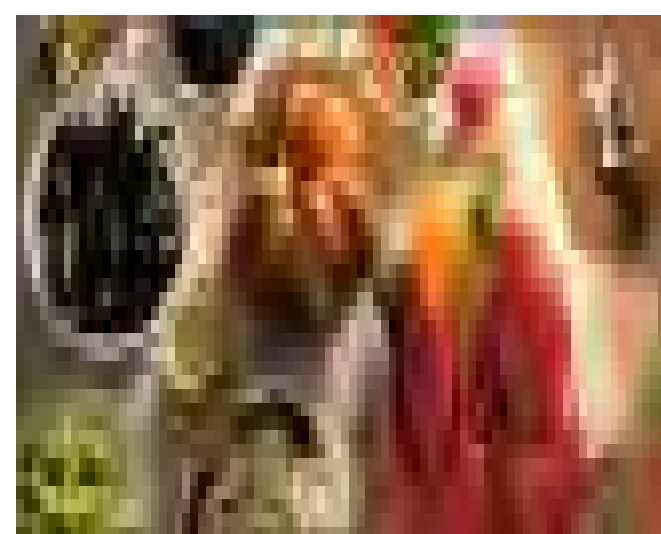
The Investigation : Karen Overbaugh (Ontario Provincial Police)
2nd presenter: TBD

10:30-10:45 BREAK

10:45 -12:15 Case Study con't

12:15- 12:30 Conclusion of Conference :Closing Remarks / Distribution of Certificates

Please note: Due to unforeseen circumstances, the agenda is subject to change.



**ATLANTI CWOMEN I N LAW ENFORCEMENT
TRAINI NG CONFERENCE**

**Charl ot t own, PEI
November 5^h t o^{t h} 2013**

“Beyon d HERo es and H ERi zons”

REGI STRATI ON FORM

Pl ease p i nt

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| Ar eyou amember of AWLE? Yes _____ No _____ | | | |
| Ar eyou planni ng t o attend t he banquet ? * i ncl uded egi s t rati on Yes _____ No _____ | | Banquet dinner (x e r a g u e s t o n l y) * c o s i s \$ 700- p l e a s e a d d o e g i s t r a t i n d e e Yes _____ No _____ | |
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| Non AWLE Member: Conference Fee | Bi d o r d e o e O c t o b e r 5^h , 2013 \$ 27500 |
| | * B i d a f t e r O c t o b e r 5^{t h} , 2013 \$ 35. 00 |
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| Hal f D a y R a t e \$ 70. 00 | (m a x i m u m 2 d a e s , i n c l u d e s t r i n k i b n e a k) |
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153 M a y p o i n t R o a d , a C h o t t o w n , P E C 1 E 1 X 5

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Charlottetown, Prince Edward Island hosts 2013 AWLE Annual Conference

She has also been involved in the community by being an active member of the PEI Critical Incident Stress Debriefing Network since 1996, the Psychologists Association of PEI, the francophone community of PEI, was involved in the Swissair recovery in Peggy's Cove and subsequently was part of Health Canada's Psychosocial Emergency Response Team for several years. Caroline has recently completed training in EMDR and has been certified in Equine Assisted Psychotherapy. She now spends some of her clinical time in a horse arena, introducing the psychological benefits of horses to first responders and veterans.

Natasha Jamieson, RCMP will present on the topic of Human Trafficking.

Anne Marie Hagan is a motivational speaker who tells an amazing true story that inspires hope, and invigorates the human spirit.

Born and raised in Kingman's Cove, Newfoundland and Labrador, at the age of nineteen Anne Marie saw her father being murdered with an axe. Years later she met with her father's killer and forgave him. Since then, she has been a strong advocate of restorative justice.

She travels extensively sharing her journey, wanting to make a difference in the lives of others. She has been showcased by numerous media outlets across Canada. Anne Marie was also profiled in the award-winning television documentary, *Forgiveness: Stories For Our Time*.

Anne Marie's work has been recognized internationally. Her story is part of The Forgiveness Project; a UK-based charitable organization whose

vision it is to build a better future by healing the wounds of the past.

This year we will have presentations on two case studies.

The first will be presented by **Karen Lee Lamrock**, Crown Attorney and **Constable Tonia Williams**, J Division RCMP. They will discuss the investigation of a high profile international pornography case involving victims aged 4-30 and the subsequent prosecution that resulted in a 15 year sentence.

The second will be presented by **Karen Overbaugh**, Ontario Provincial Police. Victoria "Tori" Elizabeth Marie Stafford, aged eight was abducted from Woodstock, Ontario on April 8, 2009, sexually assaulted and murdered. Her disappearance, the subsequent investigation and search were the subject of massive media coverage across Canada. The search for her body ended on July 19, 2009, when remains were found in a wooded area in rural Ontario and were immediately believed to be those of Tori Stafford. The identification was later confirmed in a news conference held July 21, 2009.

We hope that this fantastic lineup will encourage you to join us in Charlottetown!

Although the agenda is jam packed with speakers and activities during your visit to this wonderful Province take the time to enjoy and explore scenic Charlottetown. Look for these wonderful sights as you wander the streets, enjoy the park and stroll along the walkways. Thanks to Sergeant Marvin Cameron (retired) Charlottetown Police Service for the photos.



Sergeant by day, nurse by night

Staff Sergeant Barb Saunders
Watch Commander
Halifax Regional Police

Sgt. Veronica Henneberry doesn't take a lot of time for herself. When she's not at her day job supervising the Records Section, she's taking care of sick newborns one night a week in the Neonatal Intensive Care Unit at the IWK. She has been a registered nurse for 36 years, and has simultaneously led nursing and policing careers for the past 23 years.

At the age of 19, Veronica knew she wanted to be a police officer. "I felt like I needed more life experience first," she explains. "I decided to go into nursing, live life and acquire more experience so I could offer more assistance and have a better sense of what people were going through."

As a single mom with 13 years of nursing under her belt, Veronica finally felt it was time to pursue her dream of becoming a police officer. She was accepted by the former Halifax City Police and sent to Holland College on Prince Edward Island. She spent every second weekend traveling home to spend time with her two kids, who were both under the age of eight at the time. Twenty-three years later, Veronica is a Sergeant with HRP and a long-standing member of the Colour Guard.

Veronica's experience as a nurse has come in handy many times during her career. Just this past February, while off duty, she came upon a scary scene. A car was pulled off to the side of highway 111 on the Cole Harbour on ramp, near Penhorn Mall. She saw a woman standing outside talking on her cell phone and a man standing by the trunk of the car. "My cop instinct kicked in and I thought to myself – 'this is odd.'" Had she turned away, she wouldn't have noticed two small boots sitting upright on the trunk of the car. Realizing there was a small child attached to those boots, she pulled over to see how she could help.

As Veronica approached the car, she saw that the child was unresponsive. It turns out the man

who had been standing by the trunk was a passerby who had stopped and he immediately stepped aside once Veronica identified herself as a nurse. "The woman, who I learned was the child's grandmother, was very upset and told me the child just had a seizure," Veronica explains. "I told her I was an IWK nurse and that I could help and she instantly calmed down. I could hear her telling the person on the other end of the cell phone 'A nurse just stopped, and she's an IWK nurse!'" Veronica proceeded to check the child's vitals and asked the grandmother specific questions about the little boy's medical history. Since there was no history of seizures, Veronica learned he had been sick with a very high temperature. She explained to the grandmother that children can have a seizure if their temperature goes too high. Thankfully, the little boy had a pulse and was breathing, but he remained unresponsive. It was obvious he needed immediate medical attention. The grandmother told Veronica that an ambulance was on the way. Veronica continued to monitor the boy's vitals and provide warmth.

Within minutes, Cst. Ray Quesnel happened upon the scene. "This is funny," laughs Veronica. "The woman told Cst. Quesnel that I was a nurse, to which he replied, 'No, she's a cop,' and the woman said, 'No, she told me she was a nurse.' It was at this point that Cst. Quesnel asked me if I had a sister on the force." Veronica took him aside and said, "Ray! It's me!" She explained that she is both a nurse and a police officer and that she didn't want to confuse the woman with this information. "I needed to calm her down by telling her a nurse was caring for her grandson," says Veronica.

The ambulance soon arrived, but was on the exit ramp to Woodside. Veronica carried the little boy through the snow to the ambulance and provided the paramedics with the information she had gathered. She later learned, while following up with the child's mother that she had been correct and the little boy had had a seizure brought on by a high temperature. Luckily, he was doing fine. Just another life experience to add to Veronica's ever-growing list!

How note taking can make or break a reputation or a case

In 13 years as a prosecutor I dealt with hundreds of police officers, usually at pre-trial interviews, and later at trial. These officers ranged in experience from senior members to new recruits. Many impressed me with their professionalism and dedication. They exemplified the reality that modern policing calls for intelligent, dedicated professionals capable of doing a difficult job in a way that gets results and will withstand scrutiny in the trial arena. These officers usually had certain characteristics that I believe contributed to their success in giving evidence in court. One characteristic was very good note taking habits.

Good note taking is crucial for two reasons.

It can help the credibility of the officer giving evidence at trial.

It promotes the proper administration of criminal justice by facilitating the proof of facts.

Conversely, sloppy note taking can devastate the credibility of the witness and seriously, if not fatally, undermine the successful prosecution of the case.

Importance of good note taking for the witness

A criminal trial's prosecution evidence is like a multi-chapter story. If one or more of the story's chapters are missing, it gives defence counsel opportunities to argue that the judge should accept some alternative interpretation of what the chapters mean, one which will typically involve a reasonable doubt as to the guilt of the accused. Also, if too many chapters are missing, the story eventually does not make sense, and the prosecution fails. Each police officer giving evidence therefore contributes to the development and understanding of the story that forms the basis for the prosecution evidence.

The challenge for a prosecutor is to put the case together, and tell the story in evidence. The challenge for defence counsel is to take the case apart, to show that the story is missing one or more chapters, such that there is a reasonable doubt as to the guilt of the accused, or that the story as a whole does not make sense.

One way defence counsel can raise a reasonable doubt is through cross-examination of a police witness



Brad Smith

"Brad Smith is a criminal defence lawyer in Vancouver, BC." Mr. Smith's profile can be viewed on the firm's website at www.ahb-law.com

about personal diligence, or competence, or both, in taking notes. For a recent internationally reported and stark example of this, consider how defence counsel for South African Olympic athlete Oscar Pistorius shredded the credibility of the lead police investigator in the proceedings to determine if the athlete should be granted bail in connection with charges that he murdered his girlfriend.

In the classic example, the wind up questioning by defence counsel in cross-examination usually begins something like this:

Defence counsel: You've been a professional police officer for X number of years?

Witness: Yes

Defence counsel: And so you are familiar with the importance of thorough note taking?

Witness: Yes

By this stage, the judge, the prosecutor, and usually the witness, all know where the defence counsel's questioning is headed. These seemingly innocuous opening questions usually precede several others along the same lines. These questions typically will suggest answers the witness has to agree with to avoid looking incompetent or foolish. They usually include:

The importance of thorough note taking formed part of the police officer's training;

Proper note taking is important because it formally documents matters that are relevant to the investigation;

There was no impediment to the ability to document such matters, if not contemporaneously, then later.

Having thus ensnared the witness by gaining agreement with this series of reasonable statements, defence will move to the real point of this area of cross-examination:

Other than because of poor note taking or incompetence, or both, the fact that the witness has testified to something significant which is not noted cannot have a reasonable explanation;

This calls into the question the credibility of the witness (on this point and perhaps generally) and whether whatever the testimony was about even occurred.

At this point in the cross-examination defence counsel will have effectively challenged the credibility of the witness, in that he or she will have agreed to the expected norm (thorough note taking) and been shown to have deviated from it (by failing to record something significant). In doing so, defence counsel will have laid the groundwork for later arguing to the judge that the evidence of the witness about some (usually important) matter should be treated with caution, or even rejected.

The above is simply an abbreviated narration of what can be a very subtle, protracted exercise by defence counsel. Having sat through cases in which this type of tactic has been employed by defence counsel, I can say it was always obviously uncomfortable for the witness. And, if the credibility of the witness is undermined to such an extent that the judge subsequently comments adversely upon it in reasons for judgment, fair or not, it is something which remains part of the written decision, and can have consequences long after the case is over. Significantly, we can expect this to become more prevalent as judges become increasingly active in holding police witnesses accountable for sloppy note taking.

Importance of good note taking for the case

If a witness is discredited on important matters it can seriously, if not fatally, undermine the ability to successfully prosecute a case. That is an unfortunate outcome in any case, but particularly so when it involves serious offences, with high-level targets, and occurs after the investment of much investigative and prosecutorial time and resources.

These issues often play out in court in the context of allegations that one or more of the constitutional rights of the accused, as guaranteed in the Charter of Rights and Freedoms, have been violated, such that evidence should be excluded (or that some other remedy such as a stay of proceedings should be granted). This is important because it is part of another reality of modern policing in Canada, namely that the trial often appears to be more a trial of the police investigation than a trial of the accused. This is not really surprising. When the evidence against the accused is overwhelming, the obvious strategy for defence counsel is to get the evidence establishing guilt ruled inadmissible. Usually the most effective way to accomplish that objective is for defence counsel to establish one or more violations of the constitutional rights of the accused.

It is easy to see how sloppy note taking is something defence counsel can be expected to seize upon in implementing such a strategy. And, if defence counsel ultimately is successful in having the evidence establishing guilt ruled inadmissible it invariably proves fatal to the prosecution of the case.

Conclusion

Sloppy note taking is bad for the in-court credibility of the police witness. It undermines the successful prosecution of the case. The good news for you if you are a competent note taker is that when you are cross-examined by defence counsel, it will likely not be along the lines of the questioning outlined above. You can always expect to be tested about your recollection of matters, but you will have the benefit of detailed notes to refer to. Cross-examination will not be an uncomfortable experience (or at least not be as uncomfortable as it otherwise would be). You will find the judge describing you as a credible witness. And importantly, rather than creating gaps in the story, your evidence will provide necessary detail, thereby facilitating a very important legal objective – the proper determination of criminal charges on the merits.



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