



The Notebook



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D/Cst. Joan Harty Fredericton Police Force, **Sgt. Sharon Warren** Royal Newfoundland Constabulary, **Sgt. Carolyn Nichols**, Halifax Regional Police, **Paula Raymond**, **Cst. RCMP H Division (Retired)**, **Cst. Louanne McQuaid**, **RCMP L Division**, **Insp. Suzanne Bill**, **Royal Newfoundland Constabulary**, **Sara McElman**, **Fredericton Police Force**.

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From the Desk of the

Editor

Although it is already February I would like to extend a Happy New Year to all our members! The AWLE Executive is wishing you the best in your policing and personal lives for the days ahead.

Several months have passed since our last issue and our goal is to bring you some highlights of the activities occurring in your Province.

At our Annual Conference we asked the membership to provide some suggestions as to how we can make improvements to the Notebook. We received several really great ideas and we certainly welcome your feedback.

With each issue we make an attempt to locate a variety of interesting articles and tidbits of information that you can relate to your employment or your self-health. If there are areas of interest that you would like included in the Notebook please feel free to pass them along. I encourage all our members to take the time to forward articles or suggestions regarding what the membership would like to see in upcoming issues to me in the coming months.

Inside this issue you will receive an overview of the Annual Conference that was held in Charlottetown, PEI.



Read an interesting piece on how the RCMP in New Minas made a terminally ill boy feel very special and how a long running Charity event held by the RCMP in St. John's, NL has raised a substantial amount of money for various charities over the last 30 years.

**Not a Member Yet?
Become one today!
See application on inside back cover!**

Report from the President

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

Congratulations to Cst. Tara McBride and Cst. Louanne McQuaid of the PEI RCMP for hosting an outstanding conference this past November! With their conference committee they did a tremendous job in putting together an excellent training program and overall conference experience for attendees. Well done! Read the conference report in this edition.

As a result of an election for new executive members held at the conference AGM we welcome two new executive members; Cst. Louanne McQuaid of the PEI RCMP is the new Media Relations Coordinator and D/Cst. Joan Harty of Fredericton Police is the new Membership Coordinator. Sgt. Sharon Warren returns for another term as the Notebook Editor.

This year's AWLE conference will be held in Saint John, NB. Co-chairs Cst. Gillian Holden of the J Division RCMP and Cst. Katie Roy of the Saint John Police and their committee are planning a first rate conference that will return to Saint John since it was last held there in 2004. More information regarding the conference can be found in this edition or on our website www.awle.org.

It's not too early to start thinking about nominations for the awards that will be presented at the fall AWLE Conference. Nomination packages will be sent to commanders and chiefs in the near future but the forms can be accessed on our website any time. Last year we had a high number of outstanding nominees and we would like to maintain the trend!

The International Association of Women Police (IAWP) Conference is returning to Canada this year! Winnipeg, Manitoba will host the conference from



September 28-October 2 and will promote discussion on issues of law enforcement and human rights. For more information check out their website www.iawp2014.org.

On a personal note, I have retired from the RCMP after 25 years of service and at the next conference will also retire as President of AWLE. I attended my first AWLE conference in Truro in 2003, when I first arrived in Nova Scotia, and have been an executive member since 2004. I will be leaving the AWLE knowing that the association is in great hands with the experienced and competent executive members remaining!

I look forward to seeing you all at the conference in the fall! Stay safe!

Paula Raymond
AWLE President

paula.raymond@hotmail.com
www.awle.org

Chief Robert P Johnston, O.O.M., announces retirement from RNC

Effective Friday, February 28, 2014, Chief Robert Johnston, who joined the RNC in 1979, will retire after 35 years of Service to the Royal Newfoundland Constabulary.

Chief Johnston became the police force's 20th chief in May 2010, succeeding former Chief Joe Browne. Prior to becoming Chief, Johnston served as the Deputy Chief of Police and was responsible for the Criminal Operations Division.

The AWLE would like to congratulate Chief Johnston on his retirement and extend best wishes to him and his wife Gloria.

Chief Johnston is a staunch supporter of women in policing and his dedication to the success of the International Association of Women Police (IAWP) Conference held in St. John's, NL is greatly appreciated. Chief Johnston was personally involved, genuinely interested in the progress and financially supportive of the huge undertaking of the international conference. The Royal Newfoundland Constabulary officers who formed part of the core planning committee were able to approach Chief Johnston knowing he would provide valuable input and back their efforts wholeheartedly within the auspices of the Executive Office. Chief Johnston's promotion of women in policing and commit-

ment to the team effort allowed the IAWP 2012 planning committee to have one of the most successful conferences in IAWP history. Chief Johnston has been a supporter of the AWLE during his tenure as Chief. Chief

Johnston has allowed a number of attendees to the annual conference. Two of his officers sit on the AWLE Executive and have been fully supported with their duties to AWLE.

Chief Johnston your dedication to women in police will be missed and we look forward to working with your successor and building on the relationship we have developed. Enjoy your retirement and may it bring you joy, continued health and years of happiness



SAVE THE DATE!!!

The AWLE Conference 2014 will be held on **October 7 to the 10, 2014** in beautiful Saint John, New Brunswick. Planning committee Co-Chairs are, Cst. Gillian HOLDEN, NB RCMP and, Cst. Kate ROY, Saint John Police Force. The Conference will be hosted at the Hilton which is located uptown overlooking the Bay of Fundy and is uniquely attached to the pedway system that allows you to walk all over the uptown area while inside. Saint John is one of Canada's Original Loyalist Cities, full of old and new world charm.

Planning is still underway for this year's confer-

ence but we are asking members to please book your hotel as soon as you decide to, or make any plans to attend the conference as this will allow us to better prepare. (If for some reason you are unable to attend the conference, the Hotel reservation can be cancelled before you purchase your conference ticket) Booking information to follow!

We are excited and honored to be hosting this year's conference and are working hard to maintain the high standards set by previous conferences! We look forward to having you all in our Port City this Fall!

International Association of Women Police

Region Eleven Report February 2014

Greetings,

As the winter is escaping from us and the spring is getting closer, let's not forget the events that took place in 2013. Let's remember lives lost in the line of duty and of natural causes such as our beloved Jessie Stone-man and the various tragedies such as Lac Mégantic and the Alberta Floods which left communities devastated. One of the purposes of IAWP is the networking opportunities it brings. I encourage current and future IAWP members to contact me or any other members using the IAWP website. Looking at the various Region 11 members, we have a vast array of knowledge and experience in a number of fields. I am confident that each and every one of us will welcome the chance to assist one another. A new year means new challenges both at home and in the workplace. I constantly remind myself of the importance of leading by example and the effect we have on other people. From the new recruits to the most experienced senior officer, what we do or say makes a difference. We are constantly evaluated on the home front, workplace, and the community. Get involve and make a difference.

On the IAWP membership front, currently 125 members have registered as Region 11 members. 74 Percent have maintained their membership current. 3.0 percent are from New Brunswick, 9.0 percent from Newfoundland, 76 percent are from Ontario, 8.0 percent from Nova Scotia and 4 percent from Quebec. If you are not sure if your membership is due contact me and I will let you know.

Ontario Women in Law Enforcement (OWLE) is getting ready for their 16th Annual Awards Banquet being held at the Capitol Banquet Hall on Friday May 2nd 2014. Nomination packages have been sent to various police organizations in Ontario. An electronic copy of these nomination packages is available at www.owle.org

I will be attending the Early IAWP Board Meeting in Las Vegas March 22-23, 2014 followed by a combined Region 9 and 10 Conference. Details of the conference can be found at www.iawp.us. Should you have any concerns and issues please let me know so I can bring them up to the meeting. One of the items I will address is travel homes. Would you be willing to host another

member and their family?

The 52nd IAWP Annual Conference in Winnipeg, Canada September 28th to October 3rd 2014 is fast approaching. I encourage you to visit their web-site at

<http://www.iawp2014.org> for the details of the conference and I hope to see you there. Save as a member when you register.

On November 21, 2013 - Le 15^e Gala des Prix Policiers du Québec rendered tribute to 42 police officers and two civilians who work in the police field. The gala was held at the Marriott Chateau Champlain hotel in Montreal. The members of the Governing Council emphasized the dedication and the outstanding work done by police officers and police from across Quebec. These police officers from Quebec received Crystal awards. These police officers from Quebec demonstrated their courage, their teamwork, their perseverance and their commitment to their community.

These recipients were:

François Boulé, Sophie Demers, Jean-François Laliberté et Marc-Antoine Maynard de la Sûreté du Québec first responders to the Lac Mégantic incident

Steven Montembeault, representing the East Region, et Pierre Truchon, representing the West Region, received the Crystal on behalf of their co-workers from the Forensic Identification Division for their work during the Lac Mégantic Investigation.

Robin Levesque, officer with the Quebec Provincial Police-Rimouski for his role in saving his partner's life

Guillaume Picard and Sara-Émilie Lefebvre received a Crystal for their life saving intervention during a motor vehicle collision.

Patrick Condon, Daniel Connell, Dany Dufour, Re-jean Roy, Cynthia Tremblay et Naji Yared de Quebec Provincial Police, Stéphane Racine from Laval Police Service and Robert Elliot from Montreal City Police for their involvement in project « Hachoir »

Jessie Houle, Jude Joyal, Jacques Lavigne, Sébastien Rousseau et Stéphane Savard for their involvement in Project « Harponner »



**Detective Suzanne
Byrnes
Region Eleven
Coordinator**

International Association of Women Police

2014 Awards Program is open for nominations

Visit the website at www.iawp.org for instructions and the nomination form. All nominations are submitted electronically online through the website. The deadline for nominations is April 28, 2014.

Your submission must be in English. The write-up is limited to approximately 4 type-written pages even though the submission form shows a single write-up field. (You may want to type out your submission in a word processor, then cut and paste the text into the fields.) We cannot accept photos, newspaper articles, or similar material at this time.

SELF Nominations are not accepted and will be returned without action. A superior official or senior officer must nominate you.

A nominee (person, name, individual) can be submitted for consideration in only a single category. Submitting a nominee for more than one category will cause all nominations for that individual to be returned without action.

Criteria for each award are shown below in each award category. Nominations not meeting criteria are returned without action.

Officer of the Year

This category is awarded to an officer who, by her overall service and accomplishments throughout her

career, distinguishes herself in the four areas of leadership, community service, mentoring and excellence in performance.

Mentoring Award

This category is awarded to an officer, who distinguishes herself with her support and assistance to women in law enforcement, development of programs or policies favorable to women, serving on committees or organizations that review women's issues.

IAWP Leadership Award

Awarded to an officer who distinguishes herself by superior accomplishments or continuing, long term involvement, using leadership skills that encompass but are not limited to problem solving, planning, organizational, communication and/or administrative which make a significant contribution within the agency or the law enforcement mission.

Community Service Award

This category is awarded to an officer who distinguishes herself by superior accomplishments through developing, designing, implementing and participating in programs involving communities, which include neighborhoods, school, community meetings, and businesses.

Civilian Achievement

Awarded for outstanding achievement by a civilian woman that has gone above and beyond to support,

Please see page 18

Jonathan St-Arnaud, Quebec Provincial Police Officer for saving a child from drowning in the Sorel-Tracy area

Alain Tremblay received one for saving a young man from death on the Jacques-Cartier Bridge.

Gendarmes Pierre Breton, Richard Zaour, Sergeant Christian Sabourin, Staff Sergeant Patrick Marinilli for their involvement in project «Coche»

Corporal Claude Gourgue and Constable Patrick French, Laval Police Service for their involvement in Project «Argent»

Corporal Alain Gagne (retired), Constable Dominic Perron and Constable Ariane Forget for their involvement in project «Asselin»

Corporal Lyse Lévesque, Corporal Marie - Hélène Cote (retired), Corporal John Harrison, Constable Ann Marcotte and Pierre Roy, Public Prosecution Service Canada for their role in the project «Cuban»

Corporal Mark David, Constable Martine Louisma, Constable Nikolay Toshkov and Alexandra Samson for their role in the project 'Comptable'

Details of the stories are found on the site

http://www.appq-sq.qc.ca/membre_honneur/prix_policiers.aspx

If you have any comments, suggestions or just want to reach out please do so.



Photo courtesy of
Sgt. T. Buckle, RNC

Breaking a Detention, Conducting Consent Search at Roadside

By Rachel Huntsman, RNC, Legal Services

It is recommended that you read *R. v. Jacobs*, 2013 NLTD(G) 116, which is a decision from Judge Goodridge dated July 29, 2013 from the Supreme Court in Corner Brook. It explains how to successfully break a detention after a traffic safety stop, continue questioning the driver and to conduct a consent search of a vehicle.

In this particular case, the driver was stopped for an alleged violation of the HTA. When the police had the vehicle pulled over, they observed several indicators common among drug couriers (paragraph 18 of the decision). The officers didn't have the grounds to engage in an investigative detention for the CDSA, so they decided to break the HTA detention. All documents were returned to the accused, he was advised that no ticket would be issued and that he was free to go. The officers

stepped away from the vehicle. The driver was then asked if he would agree to answer some questions.

The Court made the following findings:

The driver was neither physically or psychologically detained at the conclusion of the HTA traffic stop.(paragraphs 31-35)

The driver provided a voluntary consent to search the vehicle-the search request was made, the officers disclosed they were searching for drugs, and that if discovered he would be arrested. He was also advised the consent could be withdrawn at any time.(paragraph 40)

Since there was no detention at the conclusion of the HTA stop, the police did not have to provide the accused with his rights to counsel when they questioned him and asked him if they could search the vehicle. Once the drugs were found and an arrest was made, rights to counsel were properly given.

RCMP Klondike Night to help Candlelighters, Children Wish

Helen Cleary-Escott
RCMP Media Relations Unit

The RCMP's annual Klondike Night is Friday, February 28, 2014.

2014 RCMP Klondike Night beneficiaries are: Candlelighters and Children's Wish Foundation! Both are children's charities.

The Candlelighters is a parent volunteer organization who support children affected by cancer and their families. They will use the Klondike Night donation to run their eight-day Camp Delight for oncology kids aged 7-17 and their siblings. The Children's Wish Foundation grant wishes to the provinces most seriously ill children and their families.

The Klondike Night Coat Check is awarded to a smaller youth charity who keeps 100% of the profits from the coat check. The 2014 winner is the MacDonald Drive Beavers and Cubs. They will use the funding to help build the new MacDonald Drive Elementary playground.

Over the past 30 years, the RCMP's annual



Klondike Night has raised \$914,188.49 for 43 charities in Newfoundland and Labrador. 2014 will be the 31st anniversary of this historic event and the final year. The RCMP Klondike Night committee is hoping 2014 will be the million dollar year. Raising \$85,812 will take us to the million dollar mark.

Klondike night is supported by VOCM Cares.



21st AWLE Annual Training Conference in Charlottetown, PEI tremendous success

The Atlantic Women in Law Enforcement (AWLE) 21st annual training conference held in Charlottetown, PEI, from November 5-8, 2013 was a tremendous success, with approximately 90 delegates in attendance. The presentations were informative and valuable and the conference provided excellent opportunities for networking for those in attendance. The theme of the conference was “Beyond HERoes and HERizons” and was cohosted by members of the RCMP, Charlottetown Police, and Summerside Police, led by co-chairs Cst. Tara McBride and Cst. Louanne McQuaid.

Judge Nancy Orr was the keynote speaker. Judge Orr was appointed a Judge of the Provincial Court of PEI in 1995; the first female judge to be appointed. She spoke of her legal career and how she remains active in various legal associations as well as in her community.

Over the three day training conference, other speakers included Parry Aftab, internet privacy and security lawyer and Executive Director of StopCyberbullying.org. Her presentation on cyberbullying, sexting, and sextortion provided some practical aspects of investigating cybercrime. Dr. Marnie Wood is a Forensic Pathologist and Medical Examiner in the province of Nova Scotia who presented on Medicolegal Death Scene Investigations and preserving and collecting evidence. Caroline Leblanc is a Clinical Psychologist and gave a presentation on mental health issues and how, as peace officers, we can transition “from survivor to resilient” in our careers. Cst. Natasha Jamieson, a member of the RCMP in Halifax, conducted an informative and interesting presentation on Human Trafficking and how it impacts society on a local to global scale. Anne Marie Hagan is from Newfoundland and Labrador and her story of how she forgave the neighbour who murdered her father with an axe was inspiring and riveting. Her journey from tragedy to forgiveness demonstrates the strength and versatility of the human spirit and instills hope. New Brunswick Crown Attorney Karen Lee Lamrock and New Brunswick RCMP Constable Tonia Williams presented the case study of a large scale international child pornography investigation and successful prosecution that took place in rural New Brunswick, where the accused received a fifteen year jail sentence. Stephanie Knickle-Currie, Imotion Pilates Fitness & Consulting owner/operator, led conference delegates through a high

energy workout and spoke of the importance of maintaining a healthy body. The case study of the abduction and homicide of Victoria (Tori) Stafford was presented by Detective Inspector Mike Bickerton of the OPP and Detective Constable Karen Overbaugh of Woodstock Police Service. The outcome of the investigation made an impact not only on the people involved in the case but the community that supported that investigation from beginning to end.

These presentations provided delegates with a great deal of knowledge that will assist in their professional careers and personal lives.

The highlight of the week was the Awards Banquet hosted by local radio personality Kerri Wynne MacLeod with delegates and dignitaries including representatives of the Royal Canadian Mounted Police and municipal police departments. The following awards were presented:

Officer of the Year – Constable Katie Roy, Saint John Police, New Brunswick

Cst. Katie Roy has immersed herself in her job with the Saint John Police Force, and with her community on several levels. She maintains an exceptionally high level of tactical and knowledge proficiency in policing and challenges coworkers to improve, while volunteering her time to train and organizing others to do so as well. She displays a great deal of empathy for her community, and women’s issues in particular. She coaches and participates in various sports and activities and has inspired a number of employees to modify their lifestyles for the positive. She routinely mentors other police or civilian employees and approaches this with compassion and willingly gives of herself to help others feel better and therefore contribute to the community and is a ‘role model’ for young women, police and civilian. Cst. Roy routinely goes out of her way to provide excellence in service and leadership, whether on a routine call-for-service, or at a high-risk warrant service as a member of the advanced tactical unit.

Cst. Roy typifies not only what is best about women in policing, but what is best about policing and for this reason she is the very deserving recipient of the Officer of the Year Award.



Community Service Award - Constable Jade Kean, Newfoundland and Labrador RCMP

Cst. Jade KEAN is assigned to the Northern Labrador community of Happy Valley-Goose Bay, where she is responsible for policing several diverse aboriginal groups including Inuit, Innu and Metis. She volunteers at the local SPCA shelter and often fosters multiple stray dogs at her home. Jade realized that something more had to be done to help the chronic problem of stray dogs in the community and through her research on stray dog problems, learned about a program called “Dogs with No Names”. The program was developed by Dr. Judith Samson-French and involved inserting contraceptive implants under the skin of female dogs as a form of birth control designed for communities where shelter facilities do not exist. Through community participation and fundraising, Cst. Kean was able to bring Dr. Samson-French and her co-workers to Labrador where one hundred and seventy six dogs received a vaccination against rabies and were dewormed and sixty three female dogs received the contraceptive implant. The program was a massive success.

Cst. Kean’s tremendous initiative and efficiency in implementing the “Dogs with No Names” program, her motivation to act to create positive change in her community, and her commitment to representing her organization with a high level of professionalism, make her the 2013 AWLE Community Service Award recipient.

Excellence in Performance –

Constable Kate McQuaid, Nova Scotia RCMP

Cst. Kate McQuaid was the Primary Investigator for a complex eleven month Part VI (Interception of Private Communications) investigation targeting a priority organ-

ized crime group. This group was suspected to be involved in the illegal production, importation and distribution of multiple kilo levels of marihuana into Halifax. As the Primary Investigator she became highly proficient in her knowledge of Major Case Management and the use of the RCMP’s Evidence & Records program for file management. She supervised the speed, flow and direction, and overall coordination of all aspects of the investigation and focused on the main goals of the operation and directed tasks to achieve a successful conclusion. During the course of the investigation Kate put in many hours of voluntary time making sure that the investigation was progressing as it should. She showed tremendous perseverance and effort going through all of the evidence collected, including thousands of intercepts, hours of video recordings, and hundreds of pages of surveillance notes to ensure all pertinent information was presented in the final disclosure package.

The takedown involved over 150 police officers from the RCMP, Halifax Regional Police and Truro Police Service. Over the life of the investigation there were 19 residential locations searched, 29 individuals arrested, 124 CDSA and Criminal Code charges laid, 8 properties restrained, 5 vehicles, 5 long guns, 21 kg dried marihuana, 2,207 marihuana plants, \$100,000 cash and \$250,000 worth of grow equipment seized. By all accounts this investigation was a complete success and unmasked the criminal activity taking place by this organized crime group.

It was Kate’s superior attention to duty and extra effort that directly resulted in the success of this project. She is the commendable recipient of the Excellence in Performance Award.

Andrew's Dream

By: C. L. (Chris) MacNaughton, Insp.
OIC Kings District
Royal Canadian Mounted Police

Well, it all started when P/S Sally Walsh thought it would be a nice gesture for the RCMP New Minas to help Andrew Kennedy celebrate his 7th birthday. Sadly, Andrew Kennedy has a terminal cancer brain tumor. He is a very special boy who has a passion for the RCMP and who wants nothing more than to grow up to be a Mountie one day.

Sally's reach out, to members and friends to solicit birthday cards and memorabilia for Andrew quickly turned into an overwhelming response of kindness and generosity from police services across the country. With the power of e-mail, Facebook, good-hearted members and family/friends, this idea soon took on a life of its own. Bags of cards, pictures, and small gifts began pouring in from multiple police agencies, such as Police Dog Services in Alberta, Ottawa Police Serv-



ice, Toronto Police Service, Moncton RCMP, Atlantic Police Academy, students in Halifax, the Commanding Officer of H Division and several police units across Nova Scotia.





Andrew gets to “live his dream” now, as so many people don’t get to do in life. For our part, it made us very happy to help him live that dream against all odds and to surround him with caring friendship in a profession that he represents proudly. It doesn’t get any better than that.

As a bit of history, during the past few years Andrew has held a special spot in the hearts of RCMP members in Kings County as they adopted him as an ‘honorary S/Sgt. Mountie’. To ensure he dressed the part, P/S Vanessa Austin hand sewed a small RCMP uniform for Andrew that he proudly wore during his part as the parade Marshall in the 2012 Santa Claus parade. To comfort Andrew during his medical appointments and long stays at the IWK, P/S Austin and P/S Milne hand made

him a RCMP themed “comfort” quilt, which he loves.

Several RCMP employees of New Minas had the distinct pleasure of inviting Andrew to the Detachment to allow an opportunity to present to him all of his amazing birthday gifts that were received from the many people across Canada who were thinking of him. He arrived proudly wearing his RCMP uniform and was surprised with balloons, cupcakes, a boardroom table full of RCMP-themed gifts and a visit from Police Dog “Sento”. What a wonderful birthday celebration it was.

Andrew gets to “live his dream” now, as so many people don’t get to do in life. For our part, it made us very happy to help him live that dream against all odds and to surround him with caring friendship in a profession that he represents proudly. It doesn’t get any better than that.

Thank you to all the employees of Kings District, H Division and from afar who made this day so special for Andrew.

21st AWLE Annual Training Conference

Continued from page 11

Leadership Award - Sergeant Leanne MacDonald, Nova Scotia RCMP Sgt. Leanne MacDonald is the Operations NCO of Windsor RCMP Detachment and is responsible for all operational policing activities within the district from both an enforcement and community policing perspective, including employee development and providing supervision and mentoring. Upon her arrival in Windsor, Leanne was faced with several challenges involving morale, office engagement, and operations. Coming out of an administrative role, Sgt. MacDonald took it upon herself to become re-acquainted with District operations, which have allowed her to work with members and not just supervise them, which proved to be a very positive influence. She has provided support and guidance to assist her co-workers in dealing with personal issues and has never shied away from reaching out to help a co-worker. She takes every opportunity to educate members, ensuring they are developing into quality police officers and not only supervises investigations, but has been the lead investigator on several high profile matters. She is fully engaged in the investigational activities of the district which allows her to mentor the members whom she supervises.

On several occasions Sgt. MacDonald has acted in the capacity as the District Commander. In this role she interacts with the three local municipal councils, their respective police advisory boards and area citizens. Since her arrival as the Operations NCO, she has provided outstanding service and guidance to all three groups. She has taken the police lead and command role in interacting with other emergency services in developing action plans to ensure public safety during large public events and has demonstrated to her partners her ability to plan and organize the resources required.

As a member of the African Nova Scotian community, Leanne is recognized as a leader and is an example to black youth, adults and the elderly as to what can be achieved if you reach out and try.

Windsor District has overcome many policing challenges and obstacles due to Sgt. MacDonald's leadership abilities and for this reason and many others she is the recipient of the Leadership Award.

Team Endeavour - Constable Brandy Steeves and Constable Susan Foote, Nova Scotia RCMP

Cst. Brandy Steeves is a member of the Bridgewater

Detachment and is in the position of School Safety Resource Officer. Cst. Susan Foote recently retired, after being stationed in the Chester Detachment as the Community Policing Officer.

The Lunenburg County RCMP Youth Advisory Committee was created in the fall of 2011 by Cst. Steeves and Cst. Foote. The objectives of this committee were to raise awareness on bullying and youth issues, provide resources and information to their peers and community, develop leadership skills in the area of public speaking and the media, and focus on current youth issues.

The Advisory Committee partnered with Cst. Steeves' "Name the Shame" group to create a video that promotes sexual harassment awareness within the school community and amongst youth in their interactions with each other. Name the Shame is a youth driven program developed by Cst. Brandy Steeves, with Cst. Foote and community stakeholders with the goal to reduce sexual harassment and abuse to this affected group through knowledge, awareness and skills. Presentations on Relationship Safety, Sexual Harassment/Assault, It's a Teen's World, and Luring have been completed at numerous junior high schools. Name the Shame has hosted three Girls Power Strength weekends consisting of presentations and workshops geared towards empowering girls to make informed decisions in their lives. One boy's weekend of The Male Experience was also held.

This timely topic has broad implications for law enforcement and this great work being done by Cst. Steeves and Cst. Foote resulted in them receiving the Team Endeavour Award.

Congratulations to all of the award recipients, who are selected by an independent committee based on nominations submitted.

In addition to the professional training and the awards presentations, delegates of the conference participated in unique networking opportunities. As well, at each conference a donation is made to the charity of choice of a conference committee; the recipient this year is Anderson House, a safe and supportive shelter for women and their children who have been physically or emotionally abused or who live in constant fear of abuse.

Cst. Louanne McQuaid
Atlantic Women in Law Enforcement
Media Relations



RCMP Commanding Officer to recognize when the Second Man was a woman

Helen Cleary - Escott
RCMP Senior Communications Strategist
RCMP Communication Unit

The Second Man Award is being presented to 468 women across the country who were the wives of RCMP members working in one or two-man detachments from 1900 – 1970s. The presentation provides an opportunity to recognize their dedication and commitment to their spouses and the work of the RCMP. Each woman brings amazing stories of the priceless work they provided.

RCMP Assistant Commissioner Tracy Hardy, Commanding Officer of the RCMP in Newfoundland and Labrador, honored 22 Second Man recipients on Friday, December 20th, 2013, at RCMP Headquarters, 100 White Hills Road, St. John's.

Out of the 22 women honored, 18 were present to accept the award in person. Three ladies are deceased and their family members accepted the award on their behalf. One could not make it to the presentation.

In October 2010, the previous RCMP Commissioner, William Elliott, approved the creation of a form of

recognition for the wives of RCMP members who served from the 1900's to the 1970's, and whose contributions are chronicled in a book entitled, "When the Second Man was a Woman" by Ruth Lee-Knight. The RCMP Veterans' Association National Office in Ottawa was responsible for communicating with veterans across the country to solicit nominations with a deadline of February 28, 2013.

Across Canada, 468 recipients were identified and each recipient has, or will, receive a broach in the shape of the RCMP crest and a certificate of appreciation from the Commissioner.

The women were ultimately unpaid members who answered phones, searched female prisoners, and provided prisoner meals. They often used their homes as a hotel for visiting senior officers; court Judges, doctors and nurses to whom they also provided meals and entertainment. All of these tasks were done in very remote locations with inadequate housing and growing families of their own to which they also had to tend. They provided these services out of loyalty to their husbands who were stationed by the RCMP to various areas of the country, with each location bringing their own unique challenges.

Uniformed Services gala held in St. John's NL

By: Helen Cleary - Escott
RCMP Senior Communications Strategist
RCMP Communication Unit

The 5th Annual Uniformed Services gala was held Saturday, October 19th, at the Capital Hotel in St. John's.

The evening began with Master Corporal Michael Lavers reading the Toast to Fallen Comrades with the assistance of Rear Admiral John Newton. M/ Cpl. Lavers' father, Fish and Wildlife Enforcement Officer Harold Lavers, died in the line of duty in February 2013 while on a ski-doo patrol on the Northern Peninsula.

The Uniformed Services Dinner committee would like to thank guest speaker, Kevin Blackmore from Buddy Wasisname and the Other Fellers who donated his time and brought laughter and a smile to everyone's face.

The Uniformed Services Dinner was created to bring both serving and retired members of all uniformed services together, in a relaxed and cordial dinner environment. This includes military, police, peace and enforcement officers, fire departments, correctional officers, and all other branches of the uniformed services. Approximately 280 members and their spouses will be in attendance.

In picture: Master Warrant Officer Bruce King looks on as Master Corporal Michael Lavers reads the Toast to Fallen Comrades with the assistance of Rear Admiral John Newton. M/ Cpl. Lavers' father, Fish and Wildlife Enforcement Officer Harold Lavers died in the line of duty in February 2013 while on a ski-doo patrol on the Northern Peninsula





In picture, from l-r: Cpl. Denise Roussel, Mr. Frank Dicker, Nunatsiavut President Sarah Leo, Hon. Nick McGrath, Ms. Nancy (Tuglavina) Barfoot, Sgt. Jagdeep Soin, Inspector Pat Cahill.

Mr. Dicker (second from left) was recognized for a separate incident where he rendered assistance to a child who was in danger of drowning.

RCMP Officers Receive Bravery Award

By: Helen Cleary-Escott

September 10, 2013 the Honourable Nick McGrath, Minister of Service NL and Minister Responsible for Labrador Affairs, presented two RCMP members with the Newfoundland and Labrador Bravery Award.

Corporal Denise Roussel and Sergeant Jagdeep Soin, received the Award at a ceremony in Hopedale, NL, for their role in an incident that occurred in 2001 in that community.

On February 9, 2001, Corporal Roussel and Sergeant Soin, who were both constables at the time, had been called to a residence in Hopedale. While they were trying to diffuse a volatile situation, the adult occupant lit the residence on fire. The two police officers, the adult and two children were inside the house when it happened. Corporal Roussel was able to escape by breaking a window and, in doing so, eliminated the vacuum created by the fire. Sergeant Soin was then able to escape via the front entrance, but the adult and two children remained in the residence.

Despite both officers having sustained burns, they continued their efforts to render assistance to those remaining inside the house. Sergeant Soin and bystander Nancy Tuglavina climbed onto a ledge of the burning home using a small ladder to attempt to break an upstairs window to rescue the occupants. At this time, the adult and the two children escaped the home. The three occupants, having sustained severe burns, were immediately brought to the medical clinic for treatment, but all were able to survive their injuries. Sergeant Soin and Corporal Roussel were also treated for their injuries.

Sergeant Soin, Corporal Roussel and Ms. Nancy Tuglavina received the award for their role in the incident. The Newfoundland and Labrador Bravery Award was established in 1984 under the authority of the Bravery Award Act, to recognize citizens of the province who have risked their lives and safety to render aid to another person.

Corporal Roussel is now serving in New Brunswick. Sgt. Soin is serving in Ottawa.

AWLE announces new executive

The AWLE Executive acquired two new members and I would like to take this opportunity to extend a heartfelt welcome to Cst. Louanne McQuaid of PEI RCMP, the new Media Relations Coordinator and D/Cst. Joan Harty, of Fredericton Police, the new Membership



Coordinator. Both were selected by a membership vote at an election during the annual conference held recently in Charlottetown and will be in their positions for the four year term. Louanne filled a vacant position and Joan replaced Cst. Beverly Bryant NL RCMP, who did not reoffer as the Membership Coordinator.

The executive and I would also like to take this opportunity to thank Beverly Bryant for her time, dedication and valuable contribution to AWLE over the last 6 years. Beverly joined the AWLE Executive during the 2007 Conference in Charlottetown PEI,

how fitting that she has chosen to step down upon the conferences return to Charlottetown. Beverly, we will certainly miss your presence on the executive and wish you well!

Cst. Paula Raymond NS RCMP, President of AWLE has announced her retirement from the RCMP after 25 years. Paula will remain in her position as AWLE President until the 2014 Conference. Paula, we extend huge congratulations on your retirement and thank you for your years of service. We wish you well in your future endeavors and look forward to our continued work with you for the coming year.

International Association of Women Police

Continued from page 7

promote and enhance the criminal justice profession.

Excellence in Performance Award

This category is awarded to an officer who distinguishes herself through superior attention to duty or outstanding investigative effort, which leads to the identification, location, or arrest of a major criminal or criminal activity.

Medal of Valor Award

This category is awarded for an act of bravery or heroism, at risk of her own personal safety or in the face of great danger, above and beyond the call of duty. The Medal of Valor may be awarded to as many nominated officers as qualify.

Questions on the Awards Program should be addressed to [Mylan Masson](mailto:mylan.masson@hennepintech.edu), Chair, IAWP Annual Awards Com-

mittee, email mylan.masson@hennepintech.edu. For questions and assistance on this submission form, please email Carol Paterick, IAWP Webmaster.

Please visit the website and complete the form on line at <http://www.iawp.org/awardsform.htm>.

ALL police officers worldwide are eligible for the awards.

I would like to thank the members who have renewed and the new members who have joined us. Consider purchasing an IAWP membership as a gift, a little goes a long way. A two year membership is only \$70.00 usd. IAWP centennial coins are also available for sale.

For those members 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

Friendly Manitoba Hosting the International Association of Women Police Training Conference in 2014

Many Canadians are familiar with the various slogans that appear on our country's license plates. The "Friendly Manitoba" slogan on our Province's license plate accurately describes the experiences many visitors have when they visit Manitoba. The warm hospitality and friendly nature of our citizens is legendary. Back in 2006, after returning from the IAWP conference in Saskatoon, a few Manitoba police officers began to talk among themselves



saying that "Friendly Manitoba" would be a great place to host this international conference.



After many years of planning, Manitoba will take centre stage in the fall of 2014, when the Winnipeg Police Service, RCMP (Manitoba) and the Brandon Police Service will host the 52nd Annual International Association of Women Police Training Conference from Sunday, September 28th to Thursday, October 2nd, 2014 in Winnipeg at the historic Fort Garry Hotel, Spa and Conference Centre.

The conference theme - **The Strength of Many; Embracing Human Rights** will raise the awareness of the intricate relationship between human rights

and policing. A number of milestones will be recognized during our conference including the 40th anniversary of women serving as RCMP members, the United Nations resolution 1325 to reach 20% female peace keepers by 2014 and our bilingual heritage within Manitoba will be celebrated by offering French language sessions for the first time in the conference history. We will honour fallen officers during the National Police and Peace Officers Memorial Service during our Parade of Nations at the Manitoba Legislative Grounds as our conference begins on Sunday September 28th, 2014. The Opening Parade of Nations will see members gather on



Sunday morning outside of the Fort Garry Hotel their full dress uniforms as they march on Broadway Avenue to the Manitoba Legislature where the memorial service will take place. This will be a definite highlight, as one can imagine, seeing hundreds of women police officers dressed in their formal uniforms marching through the streets of Winnipeg. I can't see a better way than this to raise the profile of IAWP!

The conference's training sessions will begin on Monday morning, as we will honour the IAWP International Scholarship Recipient with a scholarship breakfast. Our keynote speaker, Right Honourable Michaëlle Jean, former Governor General of Canada will open our conference. She will share her experiences from growing up in Haiti, to immigrating to Canada with her family fleeing the dictatorial regime to becoming Canada's Governor General and how education has been instrumental in achieving her life goals. As the current UNESCO Special Envoy for Haiti, Madame Jean continues to empower young people to strive for excellence and in February 2012, she became the Chancellor of the University of Ottawa.

Throughout the week, our training programming focus will be on the three main streams of learning; leadership, wellness and human rights, specifically in areas of human trafficking, sex tourism, and gender based crimes. Some of the confirmed speakers are social advocate and a survivor of human trafficking, Timea Nagy who was born in Budapest, Hungary. Ms Nagy will share her incredible story of survival when she was kidnapped, controlled and forced to work as a sex trade worker in Toronto more than fourteen years ago and Staff Sergeant Chris Scott of Kingston Police Department who will provide a review of the Shafia murder investigation where four women were murdered by their family members to uphold their family honour along with Superintendent Shanin Mehidizadeh, RCMP-Manitoba who was brought into the investigation to interrogate the subjects in Farsi. He will also discuss strategies he developed to "get the answers in the box". In the leadership stream, Chief Janee Harteau of Minneapolis Police Department's first female Chief will discuss skills leaders need in the 21st century and retired RCMP Commissioner Bev Busson will talk about how things have changed since she began her career with the RCMP forty years ago and how the skills she learned over that time are still necessary for our leaders of today and for tomorrow. And finally in the wellness stream, motivational speaker, Linda Edgecombe will have participants laughing and learning as she speaks on how we can get the best work/life balance out of our fast paced lives in today's environment. This is just a sample of the diversity of speakers that will be presenting at IAWP 2014. Please consult our website www.iawp2014.org for more information as we get closer to September 2014.

Another first at IAWP 2014 will be a two day Future Women in Law Enforcement conference aimed at young women in their senior year of high school. The focus of this parallel conference will be to seek out young women who are interested in a career in the criminal justice field and to attract a new generation of women to law enforcement. Expectations are high and we look forward to sharing our experiences of policing with young women in our Province.

An exciting companion and retiree program is in the final stages of development that has one experiencing the sights and sounds of the city and of the country-side exploring our rich natural and cultural history intertwined with our unique francophone and aboriginal heritage of our Province.

Along with the varied training sessions, many opportunities for networking will also be built into our conference. A number of hospitality evenings are planned throughout our city to allow our visitors to see for themselves, the "Friendly Manitoba" side of our citizens. One event that will be truly unique will be the

hospitality evening at the “Gateway to the Arctic” exhibit at the Assiniboine Park Zoo. This evening will allow visitors to experience the arctic landscapes of Manitoba’s north, including majestic polar bears up close in this brand new state of the art polar exhibit.

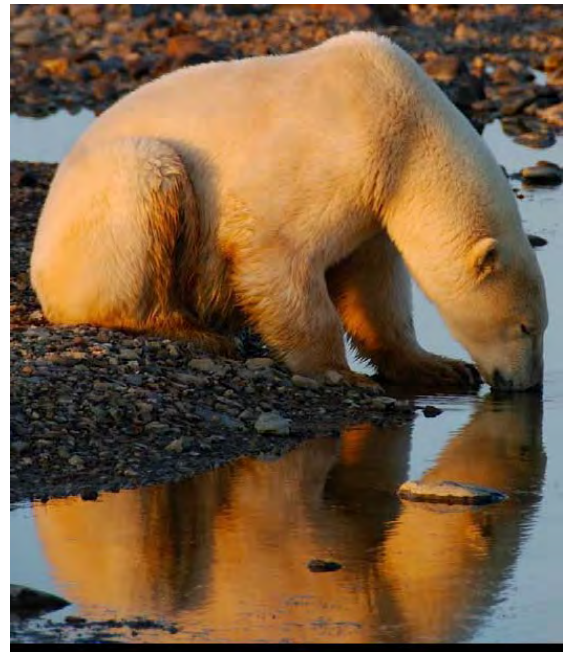
For those who want to further explore our natural environment, IAWP 2014 has partnered with three nature tour companies providing our participants with amazing once in a lifetime adventures in our Pre & Post Conference tours. Churchill Wild’s tour, Mothers & Cubs Adventure scheduled for September 18th to 24th, 2014 has you travelling to the coastline of Hudson Bay to Nanuk Polar Bear Lodge, a rustic and remote fly-in eco-lodge dedicated to exploring the wilderness environment of the polar bear.

For those who would like an adventure closer to the city, check out Frontiers North Adventure’s pre- conference tour, Riding Mountain Wildlife Adventure scheduled for September 22nd to 26th, 2014. This four day guide tour will explore the forest environment of black bears and prairie landscapes of the bison all within Riding Mountain National Park while staying at the luxurious Elkhorn Resort & Spa.

If the wilderness experience is not for you, check out Frontiers North Adventure post-conference tour, Churchill Polar Bear Adventure scheduled for October 3rd to 8th, 2014. This adventure has you flying into Churchill to experience life in a northern Manitoba town and spend two days exploring for polar bears in a tundra buggy.

Self-guided tours have also been developed by Heartland International Travel & Tours. Tours featuring fishing for the legendary channel catfish on the Red River, or self-drive tours to Falcon Trails Resort inside the Whiteshell Provincial Park where you can relax in your own private lakeside cabin, or head to Riding Mountain National Park to enjoy a spa afternoon among the trees while staying at the Elkhorn Resort & Spa. For complete details for all the tours, go to our website at www.iawp2014.org and follow the links to Pre& Post Tours for additional information.

IAWP 2014 is developing a diverse program of training opportunities for all those within the criminal justice field and we look forward to hosting the world. Discover why we are known as “Friendly Manitoba” in the fall of 2014. For more details about IAWP 2014, please go to our website at www.iawp2014.org.



Job Opportunity

Conservation Manager Department of Natural Resources New Brunswick

The Department of Natural Resources is seeking an individual to assist with the regional operations and support services as Conservation Manager in Region 4, Edmundston.

As a member of the regional conservation team, the successful candidate will be responsible for providing overall management and delivery of the regional conservation program. More specifically, he or she will be responsible for: planning and directing special operations for the region and developing long term enforcement planning; chairing the regional enforcement committee; reviewing all interim violation reports; remaining current on all related legislation and policies as well as remaining up-to-date on training and equipment requirements while ensuring safety for conservation staff; coaching and managing district conservation supervisors including managing employee performance, developing work plans and staff development; ensuring staff compliance with all Human Resource Policies, Procedures, Acts, Regulations and Collective Agreements; ensuring compliance with all regional budget requirements including vehicles and operational expenditures for district conservation staff.

Essential Qualifications: Bachelor's degree in a natural resources related field, Criminology, or a Law related discipline, and a minimum of five (5) years of experience actively enforcing legislation as a peace officer in a related law enforcement field, including a minimum of one (1) year of supervisory experience; OR graduation from a recognized Forest Resource Technical Program or Law Enforcement Program, and a minimum of eight (8) years of experience actively enforcing legislation as a peace officer in a related law enforcement field, including a minimum of one (1) year of supervisory experience; OR a minimum of ten (10) years of experience actively enforcing legislation as a peace officer in a law enforcement field, including a minimum of one (1) year of supervisory experience.

Prior to appointment, the successful candidate will be required to successfully complete an approved psychological evaluation as well as a Canadian Police Information Centre (CPIC) vulnerable sector reference check. Possession of a valid class 5 driver's license as issued by the Province of New Brunswick is also required.

Written and spoken competence in English and French is required.

Please state your language capability on your application.

Applicants must clearly demonstrate the essential qualifications to be given further consideration. Please ensure that preferred language for assessment is identified on your resume.

Asset Qualifications: Preference may be given to candidates that have:

Experience working as a supervisor in a unionized environment; experience in labor relations. Subject to the response to this competition, candidates may be required to demonstrate on their application one or more of the asset qualifications in addition to the essential qualifications in order to be given further consideration.

Operational Requirements: The successful candidate must successfully complete a Canadian Police Information Centre (CPIC) vulnerable sector reference check and an approved psychological suitability assessment as requested. In addition, the successful candidate must maintain current DNR sidearm and control tactics qualifications (applicants not presently qualified will be required to successfully complete a DNR administered Use of Force practicum, sidearm and control tactics qualification).

Possession of a valid class 5 driver's license as issued by the Province of New Brunswick is also required.

Behavioral Competencies: The successful candidate will possess the following behavioral competencies: Developing Others, Effective Interactive Communication, Organizational Commitment, Results Orientation, and Team Leadership.

Salary: \$53,274 to \$74,360 per annum

We encourage applicants to apply on-line at <https://www.ere.gnb.ca>, by e-mail at brenda.m.nicholson@gnb.ca or by mail at the following address by March 19, 2014 indicating competition number NR-13-33.

Department of Natural Resource
Human Resource Services
Hugh John Flemming Forestry Centre
1350 Regent Street
Fredericton, NB, E3C 2G6
Telephone: (506) 453-6608

This competition may be used to fill future vacancies. We are an Equal Opportunity Employer and we promote a scent-reduced environment.

We thank all those who apply however only those selected for further consideration will be contacted.



A. W. L. E.
ATLANTIC WOMEN in LAW ENFORCEMENT
Association Membership Form
(Please Print)

Name: _____
(Please print)

Home Address: _____
(Mailing) # _____ Street _____

City / Township _____ Province _____ Postal Code _____

Home Phone: (_____) _____
Area Code _____

Home E-Mail: _____

Agency: _____

Business Address: _____
_____ Street _____

City / Township _____ Province _____ Postal Code _____

Business Phone: (_____) _____
Area Code _____

Business E-Mail: _____

Title / Rank: _____ **Job Function/Posting:** _____

(Feel free to attach your 'Business Card')

Membership is accepted prior to January 31 for benefits in that current year!

Full (Voting) Membership _____ **Associate (Non- Voting) Member** _____

\$25.00 Reg Member fee enclosed: _____ **\$25.00 Assoc Member fee:** _____

Cheque # _____ **Make Cheques payable to AWLE; postdated not accepted.**

Cash _____ **(please do not send cash in the mail)**

Payment Date _____

Co-ordinator Use only: GIFT _____ **RECEIPT** _____

Return form and Payment to Membership Co-ordinator:

A/Cpl. Beverly Bryant
RCMP B Division
Box 9700, 100 East White Hills Rd.
St. John's, NL A1A 3T5
beverly.a.bryant@rcmp-grc.gc.ca

Mentoring Support Training

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The Atlantic Women in Law Enforcement represents the interest of Police/Peace Officers in the Atlantic Provinces and is committed to further enhancing our members skills through training, professional development and peer support. Join us and benefit from all our organization has to offer.

For further
information visit
www.awle.org
or email -
D/Cst. Joan Harty
Fredericton Police Force
membership@awle.org

Professional Development Networking Recognition

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