

Mentoring Support Training



A
W
L
E

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 write to -
membership@awle.org

Professional Development Networking Recognition



F
A
L
A



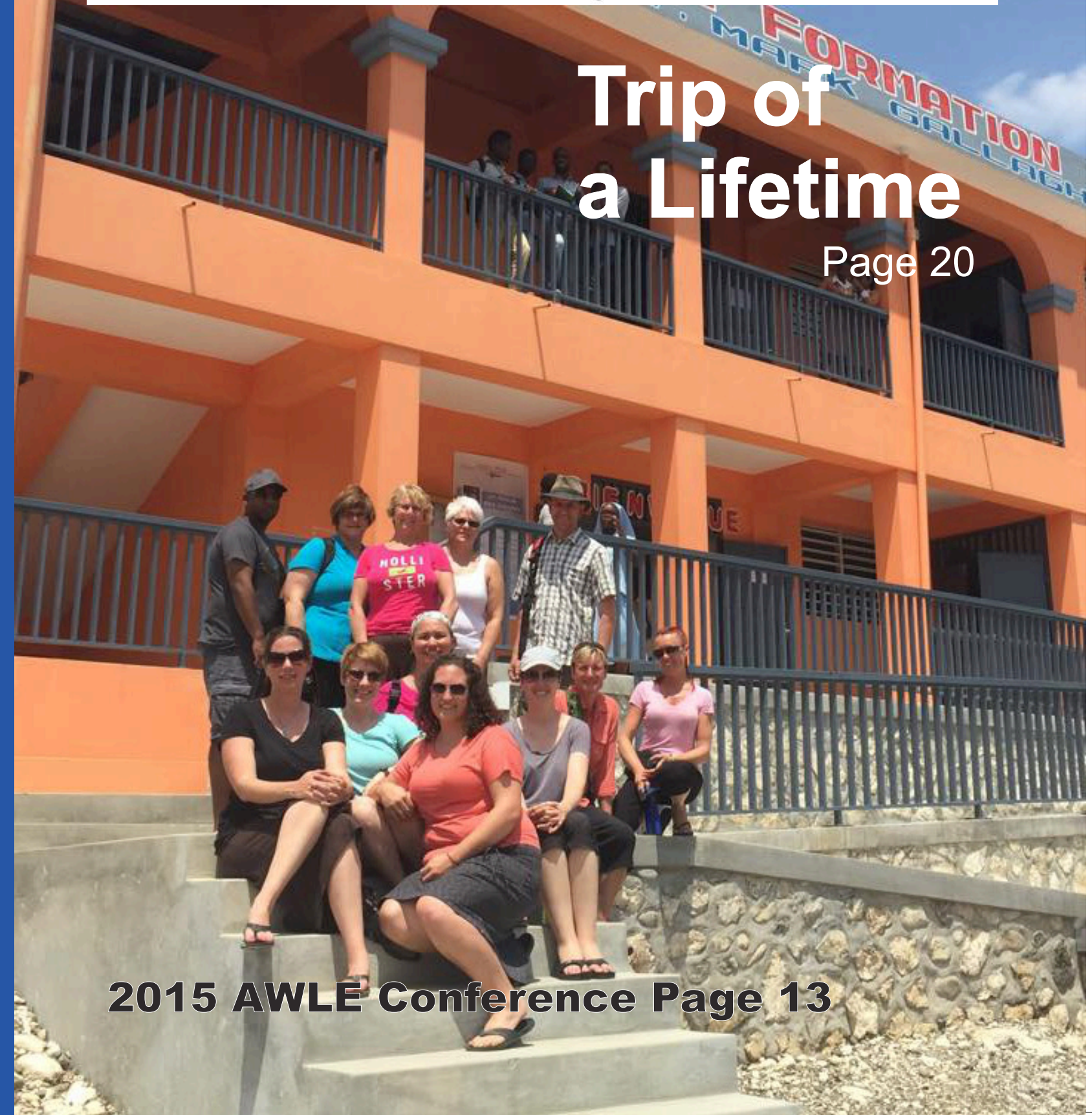
The Notebook



The Newsletter of Atlantic Women in Law Enforcement / Bulletin Femmes dans l'application des Lois de l'Atlantique
www.awle.org FALL 2015

Trip of a Lifetime

Page 20



2015 AWLE Conference Page 13



From left to right: Constable Joan Harty, Fredericton Police Force; Inspector Suzanne Bill, Royal Newfoundland Constabulary; Sergeant Nancy Rudback, Halifax Regional Police; Sergeant Carolyn Nichols, Halifax Regional Police; Constable Louanne McQuaid, Royal Canadian Mounted Police; Constable Sara McElman, Fredericton Police Force; Sergeant Sharon Warren, Royal Newfoundland Constabulary

The Atlantic Women in Law Enforcement Notebook is a Newsletter that is distributed twice annually. The Newsletter is copyrighted material and may not be reproduced in any form without permission. Material for publication is welcomed and may be subject to editing. Registered AWLE members receive copies through their association dues. Copies of the Newsletter are not available through sales. Selected members of the Law Enforcement Community such as Chiefs of Police, and/or Law Enforcement Directors in all four Atlantic Provinces, the Canadian Police College Library, and Atlantic Police Academy receive complimentary copies in an effort to keep our partners informed about AWLE activities, training and progress.

Sgt. Sharon B. Warren
Royal Newfoundland Constabulary
1 Fort Townshend
St. John's, NL
A1C 2G2
Email: notebook-editor@awle.org

Production: MPS Copy Center

AWLE Newsletter reserves the right to refuse any advertiser or advertisement. We attempt to accurately publish all material but assume no responsibility for the accuracy or truthfulness of submitted material. The material information does not reflect the personal opinions of AWLE editors or publishers either expressed or implied. Published and printed in Canada, Atlantic Women in Law Enforcement 1998, Printing: MPS Copy Centre, St. John's, NL, Cover photo provided courtesy of Susan O'Handley



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: _____
Job 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:
D/Cst. Joan Harty
Fredericton Police Force
311 Queen Street
Fredericton, NB E3B 1C1
506-460-2300
membership@awle.org

RNC members from Labrador Detachment compete in The Amazing Race, Canada

Cst. Amanda Johnston was a fan of the Amazing Race Canada. While watching Season 2, she saw racers, Natalie and Meaghan (2 former Olympic Gold Medalists in hockey for Team Canada) strong, independent women who were great female role models and thought that she and her longtime friend Cst. Dana Hayward, should apply. Amanda felt that she and Dana could be the next Nat and Meg. They had been friends since they were 15; both joined the RNC at the age of 19 and now worked on the same platoon in Labrador West. Cst. Johnston believes she and Cst. Hayward were chosen by the Royal Newfoundland Constabulary because the Recruiters saw their potential as hard working, outgoing women and that these characteristics were some of the reasons why they were accepted as participants on the Amazing Race Canada, Season 3.

The audition for the Race required a 3 minute video explaining who they were, the nature of their relationship and reasons why they would win. Dana and Amanda explained that not only were they physically fit, but being police officers and dealing with the day to day stresses of the job, they were trained to be mentally fit as well and they could conquer any challenge that the amazing race threw at them.

The audition process was long and tedious including questionnaire after questionnaire, interviews, medicals, psychological testing and background checks; similar to that of the RNC recruiting process. Although anxious to find out, Dana and Amanda felt confident throughout the entire process that they would be chosen as they felt that they brought something different to the table.

When they were notified that they were selected for the upcoming season they were ecstatic, however, they also knew it was crunch time and that they needed to prepare. After catching up on the previous seasons of the Amazing Race, they realized that teams had lost due to the fact that they could not operate a standard/manual shift while driving. Cst. Johnston had her boyfriend Matt,

who is also a member of the RNC; teach them how to drive a standard. They had to be a little cagey while doing so as they lived in a small town and they had to ensure that no one grew suspicious of their activities. Furthermore, Dana and Amanda prepared for the Race by increasing their daily gym routine by extending cardio sessions to an hour a day, introducing sprint work and converting their regular weight training to intense body weight resistance including push-ups, pull ups, planks and other grueling exercises.

The Amazing Race Canada was a lot tougher than what it appeared because competitors can go long periods without eating or drinking water. Some challenges could take hours to complete with competitors having little to no sleep. Cst. Johnston thought the toughest part of the competition was the mental aspect of the race. The women were physically strong but being put into situations where you are physically and mentally exhausted knowing that you may be in last place and about to be eliminated was difficult. Dana and Amanda knew that they would be seen as role models to young women and other police officers thus they did not want to quit any challenge, no matter how tired they were or how hard it was. At the restaurant in Buenos Aires, Argentina the women were running on no sleep, no food, no water and pretty much knew it was over. However, they were not quitting and were going to see the challenge through till the finish line. They had their experience with Police training as well as their mutual respect for one another to thank for preparing them to face challenges with perseverance and the desire to continue to fight.

The experience taught them a lot about each other, about themselves and their abilities. Their friendship deepened and their trust in each other enabled them to continue although they were exhausted, although they wanted to give up. Dana and Amanda do not regret any of the decisions they made throughout the race and if granted the opportunity to do it all over again they would.



Cst. Janelle Miller Wins Gold Medal

Submitted by:
Cst. Janelle Miller

I joined the Royal Newfoundland Constabulary in 2006. This year I attended the Police and Fire games which were held from June 26, 2015 to July 5, 2015 in Fairfax, Virginia. I ran the half marathon (21.2km) race. I ran to a gold medal finish in my age category and achieved a 4th place overall finish. The games don't hand out medals for overall performance they only focus on age group placing therefore I received gold in the 30-39 age category. This year was my first time attending the games but I will definitely be going again to Montreal in 2017 and hopefully to China in 2019!!!

From the Desk of the Editor

Welcome to the latest Edition of the AWLE Notebook!

The AWLE has decided to change the date for our Fall Edition of our publication to align with the annual conference.

The positions of President, Vice President, Treasurer and Secretary were up for renewal this year and we held an election at the 2015 Conference which was held in Truro, NS. Sgt. Carolyn Nichols, Halifax Regional Police, who had been acting as our interim President since the 2014 Conference was acclaimed into the President position. I would like to offer congratulations to Carolyn for the wonderful job she has done as President this past year in the interim position and look forward to working with her in the next four year's. Inspector Suzanne Bill remains as Vice President as does Cst. Sara McElman as Treasurer. Thank you both for choosing to return to the positions for another term. The executive would like to welcome Sgt. Nancy Rudback as AWLE Secretary. On behalf of AWLE, I wish to take this opportunity to thank, Christina McMillan, NS Corrections, for her work as the interim secretary this past year. Christina took on the interim secretary position during the 2014 Conference in St. John, NB and we appreciate Christina stepping up to fill that vacancy.

AWLE welcomed a number of new members at



the conference in Truro, NS. Membership for AWLE opens at our annual conference and closes January 31. Please take the time to renew your membership, inform a friend or co-worker of the value of membership and send those forms in. If you're new to AWLE look us up at www.awle.org

We had a number of submissions for this issue from our membership and I hope you enjoy reading about the wonderful work being done by Law Enforcement personnel in the Atlantic Region. Please consider adding your voice to the publication by sending articles for the next issue. If there are topics that you would like to see in future issues contact me at notebook-editor@awle.org with your suggestions.

Until then, stay safe
Sharon

Send your stories and articles to notebook-editor@awle.org

Report from the President

Greetings from AWLE and our Fall edition of The Notebook. We moved the publishing deadline this year to late Fall so we could provide you with a timely update on the 23rd Annual Training Conference.

The Conference this year was held in Truro, Nova Scotia October 20-23, 2015 and was co-hosted by Correctional Service Canada – Nova Institution, Royal Canadian Mounted Police – Colchester County District and Truro Police Service. I would like to thank co-chairs Sherry MacKinnon, Cst. Jane MacDonald, Cst. Karen Degroot and their organizing committee for a job well done. The training offered at this year's conference has certainly raised the bar for future conferences. The keynote address was given by Lieutenant-General The Honourable Roméo A. Dallaire, O.C., C.M.M., G.O.Q., M.S.C., C.D., (Retired) who provided a passionate and informative talk on his Child Soldier Initiative and also on PTSD. There were also speakers on the subjects of forensics, the new prostitution provisions in the Criminal Code of Canada, radicalization and social media to name a few. The Conference also hosted our Awards Banquet and I would like to congratulate all of those members nominated for their outstanding work in the Atlantic Region. This year's award recipients are listed further on in this edition and I encourage you to read about the exceptional work for which they were recognized.

This year's award recipients will also have their nominations forwarded to the International Association of Women Police (IAWP) and any successful nominations will be awarded at the 54th IAWP Training Conference being held Oct. 2-6, 2016 in Barcelona, Spain. Please go to www.iawp2016.org for further information.

This year AWLE had two recipients of IAWP Awards at the 2015 Training Conference in Cardiff, Wales in August. I would like to congratulate Cpl. Charla Keddy, RCMP H Division who received the Officer of the Year and Sgt. Nancy Rudback, Halifax Regional Police who received the Mentoring Award.

I would also like to welcome to the AWLE Executive Sgt. Nancy Rudback, Halifax Regional



Police who was elected to the position of Secretary during our Annual General Meeting (AGM).

The AWLE Executive is committed to increasing membership and awareness of our organization. As part of this initiative we invite you to "like" us on our newly created Facebook page.

Planning is also underway for the 24th Annual AWLE 2016 Training Conference which will be held in Halifax, Nova Scotia. Please visit us at our website www.awle.org for further information and updates.

A reminder that membership is due by January 31, 2016 if you wish to take advantage of our lowest possible registration fee for the conference in Halifax as well as receive the many other benefits membership has to offer.

Take care and have a wonderful Holiday Season,
Carolyn Nichols
AWLE President
president@awle.org

RNC MOUNTED UNIT

Constable Michelle Reid

My name is Constable Michelle Reid and I started my tenth year of service with the Royal Newfoundland Constabulary in August of this year. I became a sworn member of the RNC on August 26th 2006 and have been assigned to Patrol Services, the Child Abuse Sexual Assault Unit, General Investigation Unit as an Armed Robbery Investigator and most recently the Mounted Unit. I completed a Bachelor of Arts Degree and Certificate of Criminology from Memorial University (MUN) in May of 1998.

My plan was to complete my degree and apply for the RCMP with ambitions for the Musical Ride. However, I soon realized a change of plans was imminent due to a hiring freeze for RCMP recruitment. In 2004, the RNC started its first ever training of new recruits to be completed here in the province. I joined the ranks in 2005 and I discovered during the application process the RNC as well had its own Mounted Unit. From day one, the Mounted Unit was one Unit I wanted to be a member of before my 25 year career was completed.

I completed the training for the Mounted Unit in June 2014 and accepted a full time position with the unit in November of 2014. Training to ride with the Mounted Unit was completed in an intensive 15 week program consisting of basic equitation skills that include riding and controlling the horse at a walk, trot and canter, learning side passages, pivoting and reverse using only leg, seat and hand pressure. The course teaches you how to stay in the saddle during sensory training for crowd control, overall horse care and management and how to mount from the ground when you stand at 5'1 and your assigned mount is 18 hands!

Duties of the Mounted Unit include regular patrols, search and rescue, missing person files, crowd control and management, ceremonial functions and any type of special events that groups may request the horses be part of. Policing from horseback gives you a very different viewpoint than a patrol car. The increased height allows better visibility than an officer can ever attain from a patrol car and increased accessibility to trails and wooded areas that vehicles simply do not have. The community service and public relations the horses provide is incomparable to any other unit of policing and is very rewarding to the riders.

I have been an animal lover all of my life and was always passionate about horses. As a teenager I started to learn some basic skills of riding and horse care that I continued with even after I started my career. My experience with horses before the RNC was a hobby and I had a keen desire and interest to be a police officer for a very long time. As a member of the Mounted Unit I have been provided with an opportunity to be a police officer and continue my career in an aspect that has turned a hobby into a career. Not too many people can say they truly have a career they love but I know I can!



Constable Jennifer Clarke

I joined the RNC in 2008. During that time I have worked Patrol Division, Dispatch and Media Relations. I am a member of the Honor Guard and the Public Order Unit.

In March 2014 I trained with the Mounted Unit for a 15 week program that was under the supervision of the Toronto Police Service. I was one of three members to complete the Mounted Unit training. On our graduation, I was presented with the "Top Rider" award and received a silver hoof pick as a momentum of this accreditation. The award was in recognition of my performance in both written and practical exams as well as my display of leadership and teamwork. I have no training or experience with horses outside of this training program. It's just been a dream that finally came true!

Our duties include a wide range of things. Primarily we are a Patrol Unit and we do general patrols in our jurisdiction, we assist with ground searches (missing persons, etc.), assist with Public Order and provide a presence at large gatherings; concerts, festivals, strikes, etc... We also do traffic enforcement.

Second to Patrol, our Mounted Unit serve as a Community Service Unit and we provide talks and tours to community groups, children's camps/groups, senior citizens, people with disabilities, etc.. We take part in parades. Our riders are also trained to present D.A.R.E, STRIVE, and drug awareness talks.

Like every little girl, it was my dream to have a horse. So, when I saw an opportunity at work to train and ride horses, I jumped on it. Literally! I wanted to learn a new skill and to challenge myself.

Healthy Food Survival Guide for Shift Work

need just as much food in your lunch bag during a night shift as what you would have during a day shift. Follow along with the recommendations for day shift; however re-adjust your times...for example midnight would be the same as noon. Imagine, by increasing your water intake and eating more healthy foods, regularly during night shift, you will help to increase your energy levels and alertness. Studies show that by reducing caffeine, eating enough healthy, natural food and balancing meals helps to improve sleep patterns as well!

Cross Over Day:

If you are switching from nights to days or vice versa, eat a meal within an hour of waking from your last shift; even if you are taking a shorter nap. Then keep the pattern of eating every 2 – 3 hours going, including meals between snacks until its bedtime again. Cut food and water off 2 hours before bedtime to allow food to digest and help with avoiding bathroom runs while we're sleeping!

Days off:

Be sure to get all meals and snacks in on days off. Even if you sleep in, make sure to still include all three meals into your daily routine. After all, you'll enjoy your family and friends company more if you take care of your own health. The goal is to not be hungry. Think about how our mood shifts when we are not fuelled properly. The food – mood connection!

Be sure to make time for exercise, especially on days off. The combination of nourishing yourself with healthy foods, exercising, reducing stress, getting adequate sleep are all huge investments into your health! Remember by focusing on the healthy things you are doing while keeping a positive attitude will certainly help you factor your health into any day, regardless of which shift you are on! Think about ways you can make healthy living fit into any of your days. So many times it's easy to come up with idea's that wont work; simply turn it around and focus on little ways to put your health on top of your daily priority list!! Embrace health and wellness, your body will thank you in the long run!

Have a Happy & Healthy Day!

Tara
Tara K. Antle, BSc.AHN, RHN, RNCP
Nutritionist in Private Practice
St. John's, NL

www.healthy-balance.ca

services covered by most insurances



Healthy Balance Yogurt Carrot Orange Soup with Ginger, Curry and Garlic

Ingredients: 1 TBSP Olive Oil; 1 chopped onion; 1 large minced clove of fresh garlic; 1 1/2 " - 2" piece of ginger (minced); 4 cups peeled, sliced carrots; 2 cups 25% less sodium chicken stock; 2 cups of water; 1 cup orange juice; 2 tsp curry powder; 1 cup plain yogurt (optional); salt & pepper to taste; garnish with chopped fresh parsley or chives or green onions or grated orange grind or fresh cilantro

Directions: In large pot, heat oil over med heat; sautee onion, garlic and ginger, stirring for about 3 mins or until softened. Add carrots, chicken stock, water, orange juice and curry powder. Bring to a boil, cover and simmer for 45 - 60 mins, until carrots are tender. Let cool for 10 mins.

I used a hand blender and pureed soup right in the pot. You can also use a blender to puree soup in batches, then return to pot/saucepan. Blend yogurt into puree soup and cook over med heat, stirring for 5 mins or until heated through. Season with pepper and salt to taste. Ladle into bowls, sprinkle with garnish of choice! Enjoy!!

RCMP in Prince Edward Island welcome Chief Superintendent Joanne Crampton as Commanding Officer, Charlottetown, P.E.I.

Prince Edward Island RCMP is pleased to announce the appointment of Superintendent Joanne Crampton to the position of Commanding Officer, "L" Division, at the rank of Chief Superintendent, following a formal announcement by Commissioner Bob Paulson.

Chief Superintendent Crampton joined the Royal Canadian Mounted Police in October 1988. After graduation from the Training Academy, she was posted to Surrey, British Columbia where she worked front-line duties and drug section. In 1995 she transferred to Alberta and worked in the communities of Sherwood Park; Edmonton; and Wetaskiwin/Hobbema; where her duties were in the areas of front line, intelligence and drugs. After leaving Alberta in 2003 she transferred to Regina, Saskatchewan, where she worked as a facilitator, training coordinator and in corporate planning at the RCMP Training Academy "Depot".

In 2008, she received her Commission to Halifax, Nova Scotia, as the Executive Officer for the Commanding Officer. While in Nova Scotia, Chief Superintendent Crampton was the Operations Officer for Halifax and later the Intelligence Officer for Nova Scotia after which she promoted to Prince Edward Island in 2013

to her most recent position as the Criminal Operations Officer.

Chief Superintendent Crampton has significant operational and administrative experience within the RCMP. This experience will provide the depth of knowledge required to manage the ever-changing challenges of front line policing while overseeing the RCMP resources on Prince Edward Island. With strong working relationships within the P.E.I. Provincial Government and continual support from the National Headquarters of the RCMP, Chief Superintendent Crampton will continue to advance policing through partnerships and a focus on community and provincial priorities.



Crampton wins Order of Merit of the Police Forces

Chief Superintendent (C/Supt.) Joanne Crampton was bestowed the honour of the Order of Merit of the Police Forces late last week as part of a ceremony held at Rideau Hall in Ottawa, Ontario. The Commanding Officer was joined by one Commander, four Officers and 43 other Members in recognition of outstanding meritorious service (O.M.M.) over an extended period, typically at the regional or provincial level.

His Excellency, the Right Honourable David Johnston, Governor General of Canada hosted the Order of Merit of the Police Forces ceremony Friday, September 18. The recognition was created in 2000, to recognize conspicuous merit and exceptional service by members and employees of Canadian police forces whose contributions extend beyond protection of the community, displaying outstanding service in their duties.

Of note, the Commanding Officer was joined by her husband, Staff Sergeant Darrell Gaudet as well as previous P.E.I. Commanding Officer, Assistant Commissioner Tracy Hardy who were both recipients of the Order of Merit during the same ceremony. RCMP



Commissioner, Bob Paulson, was on hand as Principal Commander of the Order and to congratulate those who were part of the celebration.

IAWP COORDINATOR'S REPORT

Submitted by Suzanne Byrnes
Region Eleven Coordinator
International Association of Women Police
lawregion11@gmail.com
<http://lawregion11.blogspot.com>

Since the last article, the summer has been full of events. As I previously mentioned I attended the 2015 World Police and Fire Games in Fairfax Virginia. With 12,000 Athletes, representing 70 countries in 61 sports, Fairfax and its nearby counties were hopping. In the medal counts Law Enforcement led the pack. In total 3185 medals were awarded to Law Enforcement representatives and 1294 medals were



awarded to Firefighter representatives. Member of York Regional Police returned home with a dozen or so medals. I have to say a special thank you to my partner, Adriana Paraschiv, from Romania whose coaching landed us Gold in Women's Pair 40 + . York Dragons returned home with a silver medal which went well with the Gold they just won at the Seneca College United Way Festival.

Let us remember Brazilian Inspector Carlos Silva who died as a result of his injuries during a Cycling race event. Two other cyclists were also critically injured. Silva who was scheduled to participate in the triathlon was awarded a gold medal posthumous which was accepted by his team members. In total, Canada finished second in the medal count behind the United States. The amount of networking achieved at the Games was insightful. Meeting athletes from various countries who share the passion of sports reminded me of why we are IAWP members. Not to mention the new friends I made. While I was at the IAWP Conference, in Cardiff, our own Kathleen Doherty competed at the Dragon Boat World Championship representing Canada. The Canadian Teams have been very successful. At the last count Canada brought home 61 Medals.



York Regional Police is Celebrating 40 years of Women in Policing and will be hosting a small celebration on November 5th 2015 at their headquarters.



Detective Suzanne Byrnes

After having spent two days dealing with IAWP business at our late Board Meeting prior to the Annual Conference in Cardiff, the conference started with the Opening Ceremonies and the Awards Banquet. I would like to offer my congratulations to the following Award recipients;

International Scholarships recipients
Deemathi PERIYAPPERUMA
Assistant Superintendent Sri Lanka Police

Victoria YENGHOM
Additional Superintendent
Manipur Police Department, India

2015 IAWP Heritage Award
Juliann BRUNZELL Special Agent (Retired) Minnesota
Bureau of Criminal Apprehension

IAWP Civilian Achievement Award
Police Staff Nagina ALI,
Lancashire Constabulary, UK

IAWP Community Service Award
Constable Heather O'Connor,
Peel Regional Police, Canada

IAWP Mentoring Award
Sergeant Nancy Rudback,
Halifax Regional Police, Canada

Healthy Food Survival Guide for Shift Work

Did you know that every time there is a change in our schedule, there is a change in our eating habits? Day shift vs night shift vs cross over days vs days off...no wonder it's difficult to factor food into the mix.



Three out of every ten Canadians are shift workers. Shift workers often experience gastrointestinal (GI) issues (such as gas, bloating, diarrhea and constipation to name a few), weight gain and problems sleeping. Shift workers are also at an increase risk of developing Type II Diabetes and High Blood Pressure. As we live in Atlantic Canada, we top the charts for Obesity, Cardiovascular Disease, Diabetes and Cancer compared to other regions of our country.

The good news is that by adapting our lifestyle to include healthy eating, adequate exercise and reducing stress levels, we can help make ourselves fit and healthy for shift work! The little things we do each day for our health add up to make a HUGE difference in the long run.

As shift workers, it's important to take advantage of days off to prepare meals and snacks for work days. Make your healthy food convenient. Think about how many servings you can make by cooking in bulk and the ease that will bring during

a busy work day. It will also save you time while making a huge investment into your health. Healthy eating starts in your kitchen! Most foods freeze well and are great to grab during a busy time. The goal is to have healthy food ready to go for busy days by taking advantage of free time during days off. If you don't have it with you during busy days, you can't eat it! Then we end up eating on the run with not so healthy foods that will only make us feel tired and lethargic; not to mention bloated.

When at work, keep your lunch bag, with ice pack, with you, if possible. That way, your healthy food will be with you and ready to go. Have your food ready to eat...a thermos with hot foods, fruit and veggies cut up in containers, protein, such as chicken, pork or beef cut up in bite size pieces.

You never know when you'll get a call that will last a long time. Keep yourself fuelled so you are better able to

help others. Fuel with your food and not with caffeine! Your food will provide longer sustainable energy. As well, the number one trigger for daytime fatigue is dehydration...make sure to get a least four or five 500 ml bottles of water in daily. Caffeine dehydrates, stays in our system for at least eight hours, which in turn affects our sleep patterns.

Here are a few tips to help with different shifts:

Day Shift:

Make sure you eat your breakfast within an hour of waking up in the morning. To make your plate a healthy balance with breakfast, include one serving of protein, one starch and one serving of fruit. Follow up with eating every 2 – 3 hours with healthy snacks between meals. If a meal is going to be later than normal, have an extra snack to tie yourself over. This will help increase your



energy levels, decrease stress hormones, improve concentration, control your appetite and balance portions at meal time. As well, it's also a prevention measure against Diabetes and Cardiovascular Disease and helps with weight management. The catch is what you eat during the day! Healthy snacks include fresh fruit, fresh veggies, yogurt a glass of milk (or alternative such as rice or almond beverage) or nuts and seeds (in moderation).

Make your plate a healthy balance during meals by ensuring half your plate is vegetables, ¼ is protein and ¼ is starch. Get creative and have fun building meals!



Night Shift:

When you wake up the next day from your night shift, your day is just beginning...it's breakfast time. Now you're on a reverse schedule...you'll

Haiti: Trip of a Lifetime - O'Handley

that he lives on in the students. The students are supposed to have Grade Eight, but if they have less they are still accepted and worked with to bring them up to that level. The students are supposed to pay, but to date no one has been able to, so they are being supported by donations from Canada to date. The first graduation class will now have graduation gowns to wear. Schools in New Brunswick donated gowns and they were delivered by this Group.

It was quite obvious on the drive to and from the School that Mark saw the most need in the Carrefour area of Haiti. There are no words to describe what the Group saw. It almost seemed unreal, garbage was piled so high on both sides of the street, people everywhere and the Group even saw two dead bodies. Apparently families are so poor they do not claim the bodies as they can't afford to bury their family member. After a couple of days the Government picks them up and disposes of them.

To end the trip the Group visited the "Apparent Project" which is an artisan's guild that uses discarded materials such as cereal boxes and oil barrels to make crafts to sell. It started with four women working with an American and now employs about 300 Haitians. The unemployment rate is 70%, so projects like this are making a big difference.

The entire Group concurred that this trip is life



changing and we should never complain about our lives back in Canada. The Haitian people have hope, which keeps them going, but they need help from countries like ours. This RCMP Group hopes to hold a major fund-raiser in the next year to help out where it is most needed in Haiti. One of the Group is moving himself and his family to Haiti later this year, so it will be helpful to have Robin Churchill there to ensure our funding goes where it is most needed.

A huge thank you to all the people who helped by donating and supporting fund-raisers. Stay tuned for more fund-raisers. Remember, each of us can make a difference!

The Big Swim Raises Money for Brigadoon Village

Submitted By: Cst. Lisa Comuzzi
Fredericton Police Force

This summer I participated in an event called the Big Swim. This event raises money for a nonprofit recreational camp called Brigadoon Village. The camp is located in Nova Scotia and is open to children in Atlantic Canada. The children who attend this camp are living with a chronic illness, a chronic condition, or a special need. This camp allows these children to meet other children who are facing similar challenges and provides an opportunity for them to be kids not patients.

This summer, I swam across the Northumberland Strait and raised money for this wonderful cause. One of my challenges with swimming across the Strait was that I am afraid of the ocean. I could not open my eyes except when I had my head out of the water in order to see my kayaker. We went in the water at Cape Jourmain in NB and swam to Borden, PEI. The distance is 14 to 17 km depending on the currents, which I had the



pleasure of getting caught in. The swim took me just under six hours to complete. Part of the swim consisted of me swimming under the Bridge which was really cool.

I had a huge amount of support from my fellow workers as well as my Union, Local 911 and our main Union, the Carpenters and Millstone Workers.

IAWP COORDINATOR'S REPORT

IAWP Leadership Award
Assistant Commissioner Katarina Carroll
APM, Queensland Fire and Rescue, Australia

IAWP Excellence in Performance
Detective Jennifer Sattler,
Holyoke Police Department, USA

IAWP Medal of Valor
Captain Vjollca Hoti, Kosovo Police, Kosovo

IAWP Officer of the Year Award
Corporal Charla Keddy
Royal Canadian Mounted Police.



Photo of Sergeant Rudback,
Halifax Regional Police.

In addition to the IAWP Awards Recipients, during the conference I had the pleasure to meet a few of the Region 11 members including Superintendent Kim Bulloch, Durham Regional Police and Detective Jennifer McLinton, Ottawa Police Service also the OWLE Law Enforcement Professional of the Year Award Recipient. Approximately 13 members from Region 11 attended the Conference. The conference's training session started promptly on Monday and offered delegates a variety of subject matters. The bulk of the conference was held at the Motorpoint Convention Center. In addition to the training sessions, attendees were entertained with the

various social events from the cultural night to the Australian and Barcelona Spain Host nights and the Gala Banquet. Attendees at the Gala were blessed by the presence of Atifete Jahjaga President of Kosovo who delivered a very inspirational speech. Visit www.president-ksgov.net for more details. Additional Photos can be located on the Blog.

IAWP was pleased to receive a letter from His Honorable Former Prime Minister of Canada Stephen Harper congratulating IAWP for all of the work done and the completion of a successful 2014 conference in Winnipeg Canada



Preparing For and Giving Expert Opinion Evidence in a Drug Case

If you are regularly involved in drug investigations or are a member of a drug enforcement unit, chances are good that at some point someone (usually a prosecutor) will ask you to give expert opinion evidence on an aspect of the drug trade; such as packaging, weights, pricing or jargon commonly encountered in various types of drug transactions. This article discusses things to keep in mind when preparing for and giving expert opinion evidence in a drug case.

The Legal Test

The legal test which establishes the basic criteria for the admission of expert opinion evidence at a trial is identified in the Supreme Court of Canada decision *R. v. Mohan*, [1994] 2 S.C.R. 9. For expert opinion evidence to be admissible, it must meet the test of:

1. Relevance (it must be relevant to the issues in the case);
2. Necessity (it must be necessary to assist the judge or jury to determine some fact in issue which could not otherwise be determined);
3. Absence of an exclusionary rule (it must not be otherwise inadmissible by operation of a rule of evidence); and
4. Qualified expert (the proposed expert must be properly qualified).

The Expert's Role

It is crucial to understand that the expert's role is to assist the judge or jury to reach a conclusion about some fact in issue, e.g., whether a person's possession of drugs was for the purpose of trafficking. Always remember: It is not within the expert's role to try to advance the position of any particular party. In court you may be asked (typically by defence counsel) to describe your understanding of your role as an expert. It is something you have to be able to do, concisely, confidently, and correctly.

Your Qualifications

Your Curriculum Vitae (CV) introduces the prosecutor, defence counsel and the judge or jury to your qualifications. Keep these four points in mind when preparing your CV:

1. Pay attention to detail. First impressions count and presenting a concise, relevant, professional-looking CV, free of typos, is most likely to make a favourable impression on the reader. That person may be a



Brad Smith

defence lawyer deciding whether it is worth challenging your qualifications. It may be a judge deciding whether to qualify you as an expert. Take time to make your CV the best that it can be. A sloppily laid out CV which rambles and contains typos and irrelevant information is sure to work against you.

2. Keep it relevant. Some experts' CVs include pages of investigative experience that have no relevance to the case in which they will testify. This may cause a reader to suspect that the proposed expert is not actually qualified and is just attempting to cloak a lack of relevant experience with a lot of window dressing. Set out in detail why you are qualified to give expert opinion evidence in the type of case you are going to be called to testify in. This means you may end up with different CVs tailored for different types of cases. There is no rule that says you can only have one CV. Time spent now on CV preparation will pay dividends later.
3. Resist any temptation to puffery and exaggeration. Avoid this more than anything else. A proposed



left over for supplies. There are so many kind people that donated to this cause and the Group wants each one of them to know their donation will be making a difference! Once this work is completed the School will be eligible for sponsorship and that will help with the ongoing work. The plan is that as soon as the cement floor is poured, the classes will begin in the new facility. The Group left with many hugs and waves and they began the two hour trek down the mountain. It really was quite an adventure getting there and back!

While on La Gonave Island the Group visited "The Children's Village." This is an Orphanage that holds more than 80 children. About 70% of the children in the Orphanage actually have parents and these are the ones most easily adopted, because there is a parent that is able to "sign off" on the children. The sad thing is that parents are not able to care for the children, so they are given to the Orphanage where they are fed, housed and given an education. Once they reach the age of 16 they must leave. Next year will see the first youth reach that age and hopefully with the education they receive they will be able to find employment or continue their education.

The boat ride back to the mainland was not as uneventful as the trip over. Rough seas and high winds



made the crossing difficult. The only local on with us put on his life jacket and the group was wet but very much relieved to arrive at Ortlip safely.

The trip back to Port Au Prince was in an air conditioned van, with our luggage tied on top. This gave us a much better view than the Group had on the cattle truck. The sites were everything from beautiful mountains and ocean views to tin shacks and tents. Hard to believe what is a "normal" life for so many people. Between the garbage there were vendors trying to sell their wares including crafts, fish, meat, live animals and fruit.

Once at the Wesleyan Guest in Port Au Prince, the Group were still five to a room, but the Group were minus the extremely large cockroaches (3 inches long) that shared our accommodations on the Island, and the Group were very thankful for that. The showers were still cold water only and the Group had to use the filtered water to brush our teeth, etc.

Sunday was a day of rest and relaxation at the Montana Resort. A nice Group dinner, swimming in the pool and drinks, for those who wanted them. This was a great way to recharge batteries for what would be the most emotionally difficult part of the journey.

On Monday, the Group travelled to the "Sgt. Mark Gallagher Memorial Vocational School" in Carrefour, which is on the outskirts of Port Au Prince and teaches agriculture, carpentry, masonry, secretarial and flooring and tiling. The School is over seen by the Sisters of St. Theresa. The RCMP Memorial Fund had made a \$1000 donation that was being delivered. The visit was very emotional as Mark was one of our colleagues. The Haitians speak French-based creole along with French. So, once the Group introduced ourselves and explained who the Group were in relation to Mark, one of the students addressed us in French and through tears one of our Group was able to translate. He spoke on behalf of the students saying it was sad that Mark had to die, but

O'Handley trip to Haiti experience of lifetime

Submitted by:
Susan O'Handley

After spending a week in Haiti, the poorest Country in the Western Hemisphere, there is much Susan O'Handley feels grateful for. Clean water, enough food to eat, a home and a proper education is at the top of the list. The week spent in Haiti with ten other RCMP employees and a Doctor was the most humbling experience of her life.

Many would describe Haiti as a hell on earth and that was before the Earthquake on January 12, 2010. So you can only imagine how horrific things are. There is so much left to be done, but as bad as it is, there is a sense of hope and many amazing projects happening. After arriving in Port Au Prince via Montreal the Group was placed on the back of a covered truck (similar to a cattle truck) for the two hour, bumpy drive to the Ortlip Ministry Center, which is located on the Haiti mainland just across the channel from the island of La Gonave. The Group had a swim, a meal and settle down for the night. In the morning the Group sailed to La Gonave on the "Wesleyanna" sail boat on calm seas. There are about 120,000 residents on this 287 square mile Island, which once housed the "undesirables, the sick and elderly."

Over the next couple of days the Group visited the local projects and facilities which including the Hospital, the new Nursing School, Ice Plant, Moringo Plantation, Dentistry Room and walked around meeting locals and even had a swim. The Wesleyan Hospital in Anse-a-Galets on the island of La Gonave is the only hospital on the island. It operates 24 hours a day, 7 days a week serving the island's 120,000 residents. People who are admitted must bring someone with them to do their care once they are hospitalized.

The main reason for this "Vision Mission" was to visit



the remote mountain community of Terre Sel and meet the children and staff. Each participant in the Group paid their own way to Haiti and donated at least \$1000 to help finish the school in Terre Sel. The visit of the RCMP Group was highly anticipated and after a long two hour ride in the back of two small pickup trucks the Group arrived. The road was mountainous and dangerous at times, but the skilled drivers took their time and the Group arrived safely. There was some praying going on, a few laughs and some terrified looks during the journey.

The Group was welcomed by staff and the students (ages 3-16) sang a lovely Haitian Song, which made most of the Group cry. All the students were crammed into a single room, sitting on benches with very little room for any movement. They introduced the staff and their "top student" who was a young girl about 14 years old. At this time soccer balls, skipping ropes and frizbees were passed around and everyone joined in with the fun. There were lots of laughs, picture taking, etc. The youth loved seeing themselves in the cameras. The children addressed the visitors as "Blancs" as they were called all over Haiti. In the mountain they rarely have any visitors, so the Group's visit was quite the treat. The children were attracted to Susan's straight, white hair and once one played with it, there were many hands on her head. The Group then provided a meal of chicken, rice and beans with cokes for everyone. This was a very special meal for many of the children.

More than \$17,000 was raised for the completion of this School. This money will be administered to the community via the Wesleyan Church. This is enough money to complete the School and there should be a little



Preparing For and Giving Expert Opinion Evidence in a Drug Case

expert witness who is shown to have puffed up or exaggerated his or her CV will have completely undermined his or her credibility.

4. Keep your CV current. When reviewing a proposed expert's CV, it is very useful to know if it is current. If it is not, a reader may wonder if, and to what extent, relevant qualifications are missing. On each case in which you are the proposed expert, review and update your CV before submitting it.

Writing Your Opinion

The determination of your opinion is an important aspect of your role as an expert.

Your opinion is required only in summary form for the purposes of the notice of intention to produce expert opinion evidence, which a party in a criminal case is required to provide to all other parties (see section 657.3(3) of the Criminal Code).

You are not required to provide a narrative of everything you might say on the stand.

Four ways to a better opinion

1. Identify and review the investigative material. If you do not, you will not know what the case is about and your opinion will be useless.
2. Look at the seized evidence. In every drug case of any significance in which I have been involved, I inspected the seized evidence well in advance of the start of the trial. I never found it a waste of time. I am amazed at how frequently things which have evidentiary relevance get overlooked in the processing of photocopying or photographing.
3. It is useful if you speak to the prosecutor in advance of providing your opinion to determine his or her theory of the case. There are two reasons to do so. Firstly, it enables you to understand and comment upon what may be relevant from the prosecution perspective. Secondly, and equally important, it enables you to consider and comment upon things which may be relevant to possible defences. By considering the prosecution theory of the case and potential defences, you will be able to comment upon everything which might be relevant and avoid not considering things which may turn out to be very relevant. This obviously pre-supposes at least one pre-trial interview with the prosecutor. Make sure you have as many as are necessary.
4. Consider fact variations which might affect your opinion. Ask yourself to what extent, if any, your

opinion rises or falls on certain facts being established in evidence. Discuss with the prosecutor any significant changes that the failure to prove a particular fact might have for your opinion.

After you have been through this process, write your opinion. As you do, remember that you are only required to write a summary, not a transcript. Identify the material you have reviewed. Identify your assumptions. State your conclusions. Avoid absolutes.

What to Expect In Court

There are two phases to the giving of expert opinion evidence. The first is the qualification phase – having the judge rule that you are qualified to give expert opinion evidence about something. The second is the opinion evidence phase – direct and cross-examination. You will not experience the second phase unless you get through the first.

The Qualification Phase

I am often asked about the actual trial procedure which leads to the qualification of an expert at trial. This is what usually happens:

1. The prosecutor tells the judge that he or she proposes to call you as an expert witness and specifies what he or she intends to have you qualified to give expert opinion evidence about.
2. You are paged to the courtroom and sworn or affirmed to tell the truth.
3. The prosecutor asks the judge to declare a *voir dire* on your qualifications and has a copy of your CV marked as an exhibit on the *voir dire*.
4. The prosecutor asks you questions about your experience and qualifications.
5. The defence counsel has an opportunity to cross-examine you about your qualifications. If you are obviously qualified, most defence counsel will not bother.
6. The prosecutor asks the judge to rule on whether you are qualified.
7. The judge rules on whether you are qualified. If the judge decides you are not qualified you leave the courtroom and have no further involvement in the case. If the judge decides you are qualified you proceed to the opinion evidence phase.

The Opinion Evidence Phase

Assuming the judge rules you are qualified, the prosecutor then asks for your CV to be marked as evidence in the trial (previously it was marked only in the

Preparing For and Giving Expert Opinion Evidence in a Drug Case

voir dire) along with your opinion report. The prosecutor then asks you questions in direct examination. Defence counsel then has an opportunity to cross-examine you about your opinion.

As in any exercise in cross-examination, the defence objectives will typically be to:

- Establish evidence which helps the defence;
- Undermine evidence which helps the prosecution; and
- Determine if you are partisan as between the Crown and the defence (this is why it is so important for you to fully and understand your role as an expert).

Defence tactics

There are basically two defence tactics, as discussed below, when it comes to expert opinion evidence.

Challenge qualifications

The instances in which defence counsel challenge the qualifications of a proposed expert are relatively rare, and even less often successful. Prosecutors typically do not try to have witnesses qualified as experts unless the witnesses have the requisite qualifications.

Challenge the opinion's foundation

From defence counsel's perspective, if you cannot challenge the expert's qualifications or his or her opinion, your best bet is to challenge the facts upon which the opinion is based. This tactic is often used and is often successful. It again underscores the importance of knowing how sometimes subtle changes in the facts, or interpretations of the facts, have the potential to affect your opinion, and the importance of assessing your opinion not only from the Crown perspective, but also from that of the defence.

Conclusion

I always advise witnesses to speak up, speak slowly and speak to their audience. As an expert, you are in court to communicate important information. You need to ensure the information is received and understood by those to whom it is addressed. This is not the time to be shy. Be heard. Do not rush. Explain your evidence to the judge or jury.

Finally, as a witness and as a proposed expert witness your credibility is always in issue. You take your good reputation with you every time you enter a courtroom and give evidence. Make sure you take it with you when you leave.

AWLE Leadership in Fitness Award

Marie-Pier Monic Picard received the 2015 AWLE Leadership in Fitness Award which was presented by Sgt. Carolyn Nichols, AWLE President at Atlantic Police Academy, PEI.

Cadet Picard is 29 years old, was born in Edmundston, New-Brunswick and her first language is French. She completed a Bachelors degree of Business Administration in Quebec City, at Laval University in 2008. She continued her studies by starting a Master's Degree in Business Administration and a Major in Management/Human Resources in the fall of 2008. During the first year of that degree, Picard also took a course in Health and Safety Management and she became very interested in the subject. Cadet Picard states she likes working with people, enjoys the challenge of getting a group of individuals to follow rules and procedures and the investigation that follows once an incident happens. Picard decided to complete her Master's degree in Management and also started a second Master's degree in Occupational Health and Safety. She graduated with honours for both degrees in May 2010.

After being on the labour market for a couple of years, Picard decided to make a major career change and applied to the Atlantic Police Academy in the hopes of becoming a Police Officer. In September 2015, Picard



graduated from the Atlantic Police Academy receiving the Harvey O. Brown Award for the Highest Academic Achievement as well as the Atlantic Women in Law Enforcement Award for Leadership in Fitness. Cadet Picard states, her answer to the recipe for successful achievement, is to choose a career you love, give it your best, seize your opportunities and be a good team player... and this is exactly what she is doing right now! Congratulations!

AWLE 23rd annual training conference

She played a significant role in developing a process that identified:

The need to organize a critical incident stress debriefing All people who should be invited to participate: police officers, civilian staff, other first responders and civilians Appropriate facilitators Proper follow-up care

Today she is the team leader of a very successful Critical Incident Stress Management program.

In 2007, Fredericton Police Force developed a five-year strategic plan that saw the creation of a Wellness Committee that works in conjunction with the City of

Fredericton's wellness program. The mandate of the Wellness Committee is to support the well-being of the organization by assisting in creating and maintaining a healthy work-life balance. Objectives of the Wellness Committee include: Employee Engagement, Mental Health, Physical Health and Work-Life Balance.

The main focus of the Wellness Committee is to champion employee health and wellness with a focus on physical activity, nutrition and mental health. S/Sgt. Quartermain has been a key member of this very active committee by facilitating flu shot and health fair clinics, travelling lunch and learns speaker series as well as activity challenges. She was also very actively involved with "Honey I'm Home", an initiative intended to enlighten police spouses and partners on job-related issues that impact on personal relationships and work/life balance.

From the inception of the Critical Incident Stress Management plan 13 years ago, S/Sgt. Quartermain has recognized the correlation of physical and mental health. In 2014, she received training for Open Mind and Road to Mental Readiness, and was instrumental in the successful rollout of the Force's own version to police members and civilians. This is a program designed the Department of National Defence and modified for a police audience. It involves bi-annually training for all members and training for new hires during their orientation by S/Sgt. Quartermain and Sgt. Simmons-Beauchamp. This training has brought an understanding of mental illness, and how the stresses of our work can generate a great deal of stress, which can lead to declining health.

Throughout her 19-year career with the Force, she has worked in Patrol Response Community Policing and Major Crime. S/Sgt. Quartermain is the team leader and a member of both the Crisis Negotiator Team and the Critical Incident Stress Management Team. She has continuously demonstrated her commitment and passion to help ensure the physical and mental wellness of the sworn members and civilian employees. She has been the driving force behind the Forces' adoption of the Road to Mental Readiness program.

S/Sgt. Quartermain is also an Aide-de-Camp with the Lieutenant Governor of New Brunswick, and enjoys time

when not at work with her husband and two children.

Medal of Valor

Constable Darlene Goguen has been a member of the Royal Canadian Mounted Police since August 16, 2004 and currently posted at the Riverview Detachment as a General Duty Constable. Constable Donnie Robertson has been a member of the Royal Canadian Mounted Police since April 2000 and is also posted at the Riverview Detachment as a General Duty Constable.

On June 4, 2014, Csts. Goguen and Robertson were working the southeast district when they responded to the area of Moncton, where shots had been fired. At 7:58 p.m., Cst. Darlene Goguen was travelling east on Hildegard Drive and heard gunshots. As she was in the process of turning her vehicle, she heard more gunshots and the front passenger window of her vehicle was shot out. Cst. Goguen felt she had been shot and tried to get her vehicle from reverse to drive and upon turning her vehicle around, another shot came through her driver's window. She advised over the police radio that she had been shot. Cst. Goguen met Cst. Donnie Robertson at the intersection of Hildegard Drive and Ryan Road. He reached in her vehicle and placed her vehicle in drive. He told her they were still too close, and advised her to keep driving, if she could, to get out of the immediate danger. Cst. Goguen proceeded to drive herself to Penrose Street where she waited for an ambulance.

Cst. Robertson's quick actions assisted Cst. Goguen in getting out of harm's way and he then transported her to the hospital for medical aid as the ambulance did not arrive. A total of six shots hit Cst. Goguen's vehicle. She suffered multiple wounds to the base of her neck and back as well as her left forearm and right side.

Cst. Goguen showed bravery in performing her duties and attending the scene of the shootings to provide assistance while facing immediate danger. After being shot at several times and severely wounded by gunshots, she persevered and was able to remove herself from harm's way.

Congratulations to all of the award winners who were selected by an independent committee based on nominations submitted.

In addition to the professional training and awards presentations, delegates of the conference participated in a fun night which is a great way for delegates to create friendships and networking opportunities with partners in the law enforcement community. At each conference a donation is made to the charity of choice of the conference committee; the recipient this year is The Truro Homeless Outreach Society. They have fifteen emergency shelter beds for men and women sixteen years of age and older and space for families who find themselves homeless.

AWLE 23rd annual training conference

Many people may think it is a police officer's job to merely serve and protect. Cst. Jeanette Hudson demonstrates every day, through her passion for the job and her compassion for the community, that good policing is much more than serving and protecting. Not many people, let alone a police officer, can generate the positive influence on a group of high school students that Jeanette has.

Excellence in Performance

Sgt. Lisa Stuart joined the RCMP in July 1990 and attended Depot training, graduating in January 1991. Sgt. Stuart was then posted to Coquitlam Detachment in British Columbia where she performed uniformed duties, and was also assigned to the General Investigation Section where she was the lead investigator, file coordinator and affiant on homicides, sexual assaults and other more complex investigations. She was transferred to "E" Division's Major Crimes Unit in September 2001 and was responsible for investigating homicides in more remote locations in British Columbia. In her role, Sgt. Stuart was a lead investigator, file coordinator and affiant for numerous types of judicial authorizations. In the spring of 2002, Sgt. Stuart was seconded to the Missing Women's Task Force in British Columbia and was assigned to lead a search team at the property of Robert Pickton, who killed numerous female sex trade workers from the Downtown Eastside of Vancouver. In her role, she was responsible for locating hundreds of exhibits which lead to identify victims through DNA.

While investigating a double homicide in May 2002, Sgt. Stuart identified the main suspect, and through her efforts, gathered evidence which implicated him in the crime. In recognition of her efforts, she was selected by the RCMP to be featured in a crime show called "Murder She Solved" which aired on the Oprah Winfrey Network in February 2012.

In July 2003, Sgt. Stuart received her first promotion to the rank of Corporal.

In November 2004, she was transferred back to the Missing Women's Task Force and was the NCO in charge of one of three investigative teams. Due to her strong leadership skills, her team was able to complete all tasks gathering evidence against Robert Pickton, who was tried in 2007 and found guilty of six counts of second degree murder. As a result of her efforts, Sgt. Stuart was awarded a RCMP Commanding Officer's commendation.

In January 2009, Sgt. Stuart was transferred to "H" Division and worked in several units before being promoted to her current rank of Sergeant in May 2011 and assigned to the Integrated General Investigation Section (IGIS) of RCMP and Halifax Regional Police. IGIS's mandate is to investigate attempted homicides,

robberies, arson, break and enters and other more complex investigations. During investigations, Sgt. Stuart is the team commander providing oversight, direction and guidance to the investigators who report to her.

On Thursday, February 12, 2015, the IGIS received information that two individuals were planning a mass shooting at a Halifax mall on Valentine's Day. This was a dynamic unfolding event and quickly turned into Nova Scotia's and one of the country's highest profile criminal investigations. Sgt. Stuart's strong leadership skills, attention to detail, and calm demeanor enabled her to multi task many important tasks. Sgt. Stuart's leadership and management of critical tasks ensured that HRP & RCMP members thwarted a mass shooting. The result was an overwhelming support of police actions by municipal, provincial and federal politicians as well as the public who have continued to support and show their appreciation for the actions of police during those first two days. Halifax is a small city and this incident shocked people to the core that a possible terrorist event could have happened, but through the tireless efforts of Sgt. Stuart and all the police officers involved, numerous lives were saved on a day that symbolizes what is most cherished in life, sharing time with loved ones.

Leadership

Staff Sergeant Kimberly Quartermain has been a member of Fredericton Police Force since February 1996. Currently, Kim is the Acting Inspector of the Neighbourhood Action Team. Her primary role is to supervise the day-to-day operations of this dynamic team. At present, there are 12 very separate and diverse work groups within this team, whose goals are preventing crime and reducing harm in the community. They include uniformed Community Officers, contracted Saint Mary's First Nation Police Officers, plain-clothes investigators, drug crime investigators, Traffic Unit, Crime Prevention Officers, School Resource Officers, Youth-at-Risk Officer, Domestic/Intimate Partner Violence Officer, Victim/Witness Unit, Intelligence Officer and a Crime Analyst.

Although not directly related to her current role, S/Sgt. Quartermain has been a strong advocate for both the physical and mental health of all members of Fredericton Police Force. Not one to discriminate between a sworn police officer and a civilian member of the Force, she has always identified with the need to find healthy solutions and has worked tirelessly, leading by example, to do so.

Thirteen years ago, S/Sgt. Quartermain played a key role in the implementation of Critical Incident Stress Management within Fredericton Police Force.

St. John's Memorial Run Honors Fallen Members

Submitted by:

Helen Cleary-Escott
RCMP CM Media Relations (Retired)

RCMP employees, their families and other uniformed services turned out in full force for the 3kms for 3 Fathers' Memorial Run on Father's Day, Sunday, June 21st, the first of this annual event to take place in St. John's, NL. The event honors the lives and memory of Cst. David Ross, Cst. Douglas Larche and Cst. Fabrice Gevauden, all fathers, who were killed in the line of duty in Moncton, NB on June 4th, 2014. Cst. Kelly Downey, B Division Traffic Services and CM Felicity Ryan, B Division Communications Centre, organized the run at Quidi Vidi Lake in St. John's along with several serving and retired RCMP members.

The three fallen members were avid runners. Within three weeks of their deaths a committee was formed in New Brunswick and a successful run organized with over 7000 participants! Cst. Downey was a troop mate of Cst. Larche and felt compelled to bring the event to St. John's this year to show that they will not be forgotten.

On Father's Day approximately 200 emergency



responders along with family and friends signed up to run or walk the three kilometer course. Everyone, young and old, showed their support for these three RCMP members by wearing red. At the beginning of the run, heads were bowed to observe of a moment of silence to remember the sacrifice these heroic officers who died while protecting the public. The Running Room, a local running club, and many other local businesses assisted in making the event a success!

Along with the Uniformed Services Run, the 3km for 3 Fathers run raised over \$13,000.00. All proceeds were donated to the Moncton/Codiac area where scholarships have been set up in the three police officers names. What a great way to remember them by having a walk/run for them on Father's Day each year!

Cst. Downey said the run was more successful than she had imagined. CM Ryan added she is very pleased with the turnout and they are already planning to organize the event again next year.





How red T-shirts allowed people to show they cared in more ways than one

Submitted by:
Cst. Brent Steeves,
RCMP J Division (NB), Retired

You never know what can happen when a group of friends get together and talk. It wasn't the typical chat over coffee for Brent Steeves and eight of his friends back in June of 2014. In fact, it was rather solemn as the J Division member, who is now retired after 34 years of service, got together with his colleagues the day after the regimental funeral for Constables Doug Larche, Dave Ross and Fabrice Gevaudan; the three Codiac members that were killed in the line of duty. Their discussions that day, over coffee, reflected on the fallen members and the events over the previous week but it always came back to the families of the three fallen members and talk of what they could do to help.

What started out as a thought about what could be done, quickly turned into an idea that ended up raising more than \$69,000 for the Larche, Ross and Gevaudan families.

The idea was simple, but conveyed lots of meaning. The idea was to sell red T-shirts. In this way people could recognize the strength of the community, they could publicly show that they remembered the three fallen members, and in a small financial way, support the Larche, Ross and Gevaudan families.

It didn't take long for news about the T-shirts to spread quickly, and all by word of mouth. Brent Steeves, who retired at the beginning of 2015, never thought the idea of printing T-shirts to remember the three fallen officers would capture the attention of members from coast to

coast like it did. He had help from friend and colleague, Cst. Gerry Lamkin with getting the word out and setting up a website where people could place their orders directly on-line.

"We sold T-shirts from Vancouver Island to Newfoundland, and in the United States," says Steeves. "Those people who purchased a shirt were not just members of the RCMP but also from partner agencies and everyday citizens."

In particular, there was an incredible outpouring of support from Newfoundland and Labrador. B Division, through the generosity of members, employees and the community at large, were able to raise about \$11,000. \$4000 came from T-shirt sales while another \$7000 came from a community barbecue, coordinated by Sgt. Steve Conahan of Federal Policing with the assistance of M & M Meat Shops. B Division Civilian Member Felicity Ryan, who coordinated the B Division T-shirt campaign, joined Cst. Brent Steeves and Cst. Gerry Lamkin at the Southeast District Headquarters in Riverview, N.B. to present the \$69,000 cheque to Nadine Larche, Doug Larche's wife, who accepted on behalf of all the families.

"When I met with the families afterwards they were very appreciative," added Steeves. "I told them, this money is for the children."

It always seems that the simplest of ideas have the biggest impact. As Brent Steeves, Gerry Lamkin and their friends look back to that day they met for coffee, they know it was much bigger than an idea. It was all about doing the right thing, helping the families and children of their fallen colleagues.

AWLE 23rd annual training conference

It is obvious that Cst. Hodder takes a great deal of pride in her job, and simply says, "I want to help people and make a difference." She certainly does each and every day.

Community Service

Constable Jeanette Hudson began her career with Fredericton Police Force in August 1999. During the course of her 16 years, she has worked ten years as a member of the Primary Response Team, transferring to the Neighbourhood Action Team/Crime Prevention in 2009.

Over the course of the last six years Cst. Hudson has heavily invested in program delivery for Fredericton's twelve elementary and four middle schools and most recently, one of the three high schools. Cst. Hudson's focus is to have as much presence in the schools as possible, offering educational support to the elementary schools in the areas.

Cst. Hudson routinely conducts unscheduled "pop-in" visits at the various schools. These visits are designed to raise her presence as a school liaison officer and assist with youth-at-risk or any criminal/enforcement issues that may arise. Cst. Hudson also represents Fredericton Police Force when a Violent Threat Risk Assessment is required by a school.

Along with the schools, Cst. Hudson has been active in the community with various groups and community events such as being a member of both the Moncton Youth Residence and Youth Advisory Committee, and involved with the Saunders Street Group Home's youth committee meetings.

In April 2014, Cst. Hudson was assigned as the School Resource Officer for Fredericton High School and jumped right into her new job by participating in class presentations such as the P.A.R.T.Y. Program. This program involves the prevention of unnecessary risk behaviour in youth and is presented to Grade 10 classes.

Cst. Hudson believes in being accessible to the students and endeavours to provide a safe learning environment. One way she accomplishes this is with her presence on school grounds both outside and inside during lunchtime and break times. This also includes stores and restaurants in the area.

In June 2015 Cst Hudson's supervisor received an e-mail from a Fredericton High School teacher:

"I teach a class called General Health Science, but it is known affectionately as 'Sex Drugs and Alcohol.' Each year I ask the students to write position papers on drugs and alcohol. They have approximately 25 questions to pick from, and they write a narrative essay. This year, several students chose the question

that asks "has the Resource Officer attached to the school made a difference - please explain." The comments are not always kind or appropriate....but of the 23 students, who wrote the position paper, 17 chose to write about the resource officer and 100% of the comments were positive.

I have gone through the papers and would like to share with you some of the comments from the students:

"She is friendly but not friends with the students....youknow what I mean?"

"She is everywhere...that stops stuff from happening"

"Her visibility acts as a deterrent to potential bad behaviour"

"I feel safer with her at the school"

"She is doing her job....I appreciate that!"

"Things that would have...could have happened, didn't because she was on it!"

The kids know it."

These sentiments were repeated by all students who chose to discuss this topic. She is highly respected by staff and students recognize her dedication to making the school a safe place."

During the summer months, Cst. Hudson is assigned to the downtown core, walking the beat or riding a bicycle. As in many cities, panhandling and homelessness in Fredericton has become more prevalent. Last summer she assisted a downtown merchant who was dealing with homeless individuals taking up residence in two old food trucks parked alongside their property. Cst. Hudson liaised with by-law enforcement, and the two food trucks that had been sitting abandoned for 10 years have now been removed.

Cst. Hudson was one of the organizers and participants in a graffiti eradication project held in the downtown core. She has participated in Operation Outreach, a crime prevention initiative that strengthens the communication between downtown merchants and police. It is also an intelligence gathering initiative to identify potential problem areas and those individuals who pose a threat to the well-being of the downtown community.

Cst. Hudson has made a very positive impact on the downtown core. Merchants repeatedly tell her supervisors how happy they are with her presence and acknowledge the compassionate and fair manner in which she deals with the local panhandlers. She has earned the respect of both the panhandlers and downtown merchants. This was evident last April when Cst. Hudson was asked to speak to a panhandler even though she wasn't working and was there on her personal time. The panhandler acknowledged who she was and quietly left the area.

AWLE 23rd annual training conference

1990. In his current role, he investigates child exploitation and luring offences, as well as child pornography offences.

Constable Andrew DeMello currently works in the Court Services Unit and has been a member of the Saint John Police Force since 1988. In his current role, he performs the role of court informant and file review for court readiness.

The investigation was a very sensitive, and the complexity of this investigation was intensified after the target of this investigation was identified as being Councillor Snook, a well-respected elected official of the Saint John Common Council and a well-known child advocate involved in many child volunteer programs in the city.

On January 9, 2013, Donald Snook was arrested for child exploitation offences. This investigation involved one of the province's most prolific child sex offenders. Snook confessed to sexually abusing the 17 young males who ranged in age from 6 to 15 years, over a 12 year period. After his confession, the team was tasked with locating and identifying the young victims and corroborating Mr. Snook's confession.

The investigation was particularly complex due to the public trust held by Snook and the negative feedback by the community at his unexpected and sudden arrest. This was initially due to the community not believing the offences were committed but changed to outrage when the community began to acknowledge that Snook had committed these offences. The public blamed the police for not taking action sooner. This resulted in numerous meetings with victims and families, keeping them informed and to ensure that counselling needs were met, but also to diffuse the anger spawned from rumors, as well as from incorrect information shared on social media and by the news media, who were actively keeping this investigation in the daily news.

The investigation was all consuming with a seven month time-line from the date of Mr. Snook's arrest, to his conviction and sentencing. Snook was sentenced to a total of 17 years federal time for 46 child sex offences.

This was a high profile investigation which rescued children and youth from continued child sexual abuse by Snook, who at the time of his arrest was a beloved and trusted community leader. Many of the victims struggled to disclose their abuse. The impact on the victims and their families was severe and will have a lasting impact. The impact on the community was significant, as Mr. Snook had endeared himself in the Saint John community.

The team of Saint John investigators understood the enormity of their assigned tasks and truly exhibited the utmost dedication and commitment to this high profile investigation.

Mentorship

Constable Bonnie Hodder is in her seventh year of policing with the RCMP and is currently posted as a general duty member at the Stratford Detachment. Prior to this posting, she served her first six years at the Montague Detachment.

Cst. Hodder's dedication to the RCMP and the job can be seen in her extra duties including being a school liaison at a couple of different schools. She takes her role as a school liaison seriously and takes the time to regularly visit the schools, interact with the students and get to know the staff members.

While on duty with another officer, Cst. Hodder observed a female youth defacing a street sign. The youth was writing profanity about another student from her school. Cst. Hodder was able to identify the youth, having recognized her from a previous call for service and from visits to the local school. After cleaning the profanity from the sign, Cst. Hodder took the time to speak to the youth and listen to why she was upset and what had led her to deface a public sign. This youth was very reserved and nervous. She was afraid to speak to the police as the only dealings she previously had with police were from incidents at her home when police came as a result of her mother's drug dependency or arguments between her and her mother. Cst. Hodder knew from previous research that this youth came from a troubled, abusive home and was heading down that proverbial path.

Cst. Hodder took it upon herself to speak with members of the community including Child Protection workers and the staff members at the school. The principal shared Cst. Hodder's belief in this youth's potential and believed she needed someone to give her proper guidance. Cst. Hodder took an interest in this youth, hoping that she could help her change her path in life. Over the next couple years, she spent endless hours mentoring this youth. She consulted regularly with Child and Family Services and the high school staff members. After seeing that Cst. Hodder genuinely wanted to help, eventually this youth started opening up and talking. It was obvious that Cst. Hodder's mentoring was making a difference. The youth's work and school attendance, although not perfect, was much better, and she started to talk about graduating from high school as opposed to quitting. Cst. Hodder spoke to her about post-secondary education and what it takes to be successful in today's society. Cst. Hodder helped her apply to a college, something she had not considered before. Cst. Hodder continued to mentor and guide this youth as she graduated from high school and was accepted at a post-secondary school where she is now starting her second year in a Police Foundation Program. On many occasions she has thanked Cst. Hodder for being there for her when no one else was.



AWLE 23rd annual training conference

The Atlantic Women in Law Enforcement (AWLE) 23rd annual training conference was held in Truro, NS October 20th to the 23rd, 2015. This year's conference saw numerous first time attendees. The theme of the conference was "*Staying Strong and Carrying On*" and was hosted by Truro Police Service, Colchester County District RCMP and Nova Institution Correctional Service of Canada. The theme "*Staying Strong and Carrying On*" brought on new meaning with the death of Constable Catherine Campbell who was on the conference organizing committee. It was her dedication to this conference which gave us all the courage to continue with the planning. Cst Karen Degroot, Sherry Mackinnon and Cst Jane MacDonald were chairs of the conference and because of their committee's tireless efforts the conference was a huge success.

Lieutenant-General The Honourable Romeo A. Dallaire, retired Lieutenant-General, Senator and celebrated humanitarian, was the keynote speaker. Lieutenant-General Dallaire spoke of his experiences as Force Commander for the United Nations Assistance Mission for Rwanda where he witnessed the country descend into chaos and genocide, leading to the deaths of more than 800,000 Rwandans. Since his retirement he has become an outspoken advocate for human rights, genocide prevention, mental health and war affected children. He founded the Romeo

Dallaire Child Soldiers Initiative, an organization committed to ending the use of child soldiers worldwide and is an author of two bestselling books.

Over the three day conference other speakers included Dr. Margo Watts. Dr. Watts had a very informative presentation where she spoke of how clinical forensic psychologists try to figure out why people do the things they do. Dr. Watts has a recent book which includes a collection of criminal cases that highlight the interface of psychology and law. Catherine Cogswell, a Criminal Law Policy Advisor with Department of Justice (NS) presented and focused on the background and context for the new prostitution provisions in the Criminal Code. Stuart Bradshaw who is the owner and President of Atlantic Security Group Inc. provided a background on terrorism and recruitment and highlighted cultural perceptions which can impede effective operations. The recruitment and radicalization for terrorists is growing in nature. Today's recruiters are influencing Canadian citizens in their homes using nothing more than social media. Paul Greene, Director of Strategic Communications for the RCMP in New Brunswick spoke how his unit turned to social media to not only share information but assist investigators in catching the killer of three RCMP members in Moncton last year. Corey Walsh an officer with the Durham Regional Police presented the issue of stigma and attitudes with the workplace when it comes

AWLE 23rd annual training conference

to Mental Health issues. The case study "Mayerthorpe" was presented by Inspector Terry Kohlhauser, a 27 year veteran of the RCMP and currently posted in Kelowna, BC. Mayerthorpe at that time was the worst one day loss of life for the RCMP and the worst multiple-officer killing in modern Canadian history. Kohlhauser provided an overview of the investigation into James Roszko and the covert operation of the arrest of Shawn Hennessy and Dennis Cheeseman.

These presentations were both interesting and informative. Delegates were presented with a great deal of information that will assist them in their professional careers and personal lives.

The highlight of the week was the Awards Banquet held the evening of October 22, 2015. There were delegates and dignitaries from all four Atlantic Provinces. The following awards were presented:

Officer of the Year

Staff Sergeant Penny Hart started training with the Atlantic Police Academy in the spring of 1988, and has conscientiously served the people of Halifax Regional Municipality for the past 27 years. As with most police officers, her initial assignment was with uniformed patrol services, before transferring to several investigative units. In January 2001, she was promoted to Sergeant where she worked for two years as a Patrol supervisor before accepting a United Nations Peacekeeping Mission to East Timor in 2002. There she was assigned as an investigator to the Serious Crimes Unit where she was responsible for investigating homicides, crimes against humanity and serious sexual offences. She was then promoted to Deputy Chief of the Serious Crimes Unit where she supervised a staff of 30 international police investigators.

In January 2003, S/Sgt. Hart returned to Halifax where she became the Sergeant-in-charge of the Financial Crime Unit. In December 2003, she was seconded to the RCMP peacekeeping branch in Ottawa where she worked as a project manager for the mission in Iraq. She was responsible for conducting research in order to prepare Canadian police officers, prior to deployment, for missions in Iraq.

In October 2004, S/Sgt. Hart accepted yet another United Nations Peacekeeping Mission in Sierra Leone, West Africa, where she was deployed to investigate criminal offences committed by Charles Taylor, the former president of Liberia. The assignment involved the investigation of war crime offences committed on an international level. Some of these offences involved the procurement of child soldiers.

In January 2006, she was assigned to the Integrated Sexual Assault Investigative Team (SAIT) where she supervised an integrated team of investigators comprised of Halifax Regional Police and RCMP

members. She was responsible for ensuring quality investigations were conducted, providing guidance and assistance in relation to complex investigations and acting as a liaison between her team members, senior management and the public. In her role as the SAIT Sergeant, she participated in numerous committees and worked closely with community partners to ensure that Halifax Regional Police was actively participating in a best practice coordinated approach to crime solving and victim support.

In 2011, she took on the responsibility of managing the Integrated High Risk Enforcement Action Team (HEAT) and Cold Case Unit. HEAT is responsible for managing the most dangerous and high-risk offenders while the Cold Case Unit investigates historic and unsolved homicides.

In September 2011, S/Sgt. Hart became the first female Sergeant within Halifax Regional Police to be assigned to the Homicide Unit. She excelled as the team leader in complex and high profiles investigations ranging from serious assaults in which death may occur to attempted homicides to multiple homicides. Her duties included performance management, financial management, guidance and completion of complex operational plans. She has been the team commander for several complex

S/Sgt. Hart played a key role in the design and development of a training manual for the Romeo Dallaire Child Soldiers initiative and she has continually been involved, on a yearly basis, with training. In February 2015 she participated in the Train the Trainers course, and in November 2015 she will travel to Uganda, Africa, to train police, the security sector and military personnel. She has gone on a variety of 11 different training initiatives through the Pearson Peace Keeping Centre, as well as the Child Soldiers Initiative.

In January 2006, she was assigned to the Integrated Sexual Assault Investigative Team (SAIT) where she supervised an integrated team of investigators comprised of Halifax Regional Police and RCMP members. She was responsible for ensuring quality investigations were conducted, providing guidance and assistance in relation to complex investigations and acting as a liaison between her team members, senior management and the public. In her role as the SAIT Sergeant, she participated in numerous committees and worked closely with community partners to ensure that Halifax Regional Police was actively participating in a best practice coordinated approach to crime solving and victim support.

In 2011, she took on the responsibility of managing the Integrated High Risk Enforcement Action Team (HEAT) and Cold Case Unit. HEAT is responsible for managing the most dangerous and high-risk offenders while the Cold Case Unit investigates historic and



unsolved homicides.

In September 2011, S/Sgt. Hart became the first female Sergeant within Halifax Regional Police to be assigned to the Homicide Unit. She excelled as the team leader in complex and high profiles investigations ranging from serious assaults in which death may occur to attempted homicides to multiple homicides. Her duties included performance management, financial management, guidance and completion of complex operational plans. She has been the team commander for several complex homicide investigations where Part VI techniques have been used as well as undercover techniques. Many of the investigations have been multi-jurisdictional or international in scope.

S/Sgt. Hart has been an integral part of many teams, including the Investigative Triangle for the Catie Miller Homicide which was awarded the Halifax Regional Police Investigator of the Year Award in 2014. The triangle, composed of S/Sgt. Hart, HRP Detective Constable Jon Beer and RCMP Constable Trent Milton, demonstrated incredible determination, ingenuity and perseverance throughout the Catie Miller homicide investigation. Under S/Sgt. Hart's leadership and guidance, they actively worked this file every day for several months, and when faced with a very daunting task, did not give up despite very limited information and avenues of investigation. As one of the most technical investigations ever completed in Eastern Canada, they had to think outside the box. Despite all their hard work and planning, use of technology and resources, just about every obstacle that could have cropped up, did. That said, they remained positive and committed to solving this crime and bringing closure to the family.

In May 2015, she was promoted to Staff Sergeant and transferred to the Halifax Regional Police Training Section where she supervises a team of trainers and is responsible for coordinating the training of approximately 700 sworn and civilian members.

While pursuing a larger-than-life career, S/Sgt. Hart still found time to complete her Bachelor of Arts in Police Studies from Memorial University in 2015.

S/Sgt. Penny Hart is the type of mentor any officer

would be lucky to have. She is hard working, caring and a fine example of a police officer. She has been an effective mentor to both men and women, and her high expectations of herself and others seems to naturally raise the quality of work in any team endeavours in which she is involved.

S/Sgt. Hart has been an excellent example to others regarding the importance of work/life balance. Outside of her work as a police officer, she is a fierce competitor in both local and international triathlons and Ironman competitions. It is not unheard for S/Sgt. Hart to snowshoe into work during a major blizzard if the roads are un-passable. She often spends hours training both before and after her work day. She is an avid traveler and enjoys exploring new countries and cultures, often on her road bike. On a personal level, S/Sgt. Hart is socially conscious and passionate about the rights and welfare of women and children globally, as can clearly be seen in her volunteer work with the Romeo Dallaire Child Soldiers Initiative.

Team Endeavors

Inspector LeBlanc, Constables Gellatly, DeMello and Redfurn worked on a high profile, sensitive and complex file that was a joint task-force effort, which played an integral role in the investigation of Saint John Councilor Donald Snook.

Inspector Tanya LeBlanc was the manager of the Criminal Investigation Division. Prior to her promotion to Sergeant in 2015 she spent a number of years as an investigator in the Family Protection Unit and the Major Crime Unit. Tanya was promoted to Staff Sergeant in 2010 and recently to Inspector. She has been a member of the force since 1990.

Constable Mary Gellatly currently works in the Family Protection Unit and has been a member of the Saint John Police Force since 1998. In her current position she investigates all crimes involving children, sexual offences, elder abuse and domestic violence.

Constable Gordon Redfurn currently works in the Integrated Child Exploitation Unit with the RCMP and has been a member of the Saint John Police Force since