



# *The Notebook*

Winter 2017

The Newsletter of Atlantic Women in Law Enforcement /  
Bulletin Femmes dans l'application des Lois de l'Atlantique  
[www.awle.org](http://www.awle.org)







From left to right are: Carolyn Nichols, Paula Raymond, Kathy Long, Chris MacNaughton, Lisa Jackson, Dianne Stairs and Liz Chisholm.

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*From the Desk of*

# The Editor

Welcome to the Fall/Winter Edition of the Notebook. I hope that the Christmas Season finds you all well.

Inside this issue you will find highlights from the 25<sup>th</sup> Anniversary AWLE Annual Conference which was held in beautiful Cape Breton, Nova Scotia. From all reports it appears that the conference committee did a fabulous job of hosting and the conference was very well received by the attendees. The AWLE award winners are highlighted in the conference report. Congratulations to all the winners. There are some amazing women in law enforcement and we are fortunate enough to be able to recognize a few of those through our awards program. Their stories and long list of accomplishments are detailed under the award category.

In this issue you will read about some of the exciting things happening in our provinces. We have new promotions to the Executive in three of the Provinces; NL, NS and PEI.



Congratulations to the new Chiefs and Commanding Officer. I hope you enjoy this issue of the Notebook. Happy Holidays, Merry Christmas and Happy New Year!! Most of all I wish each and every one of you peace and health throughout the coming year.

**Until next time, stay safe!**  
**Sharon**

## Mary's Story

My name is Mary Gellatly and I am a patrol officer with Saint John Police Force. I am 49 years of age and have been a member of the SJPF since May of 1998. On October 20, 2016, I was sent for a mammogram due to the discovery of a dent located to the left of my nipple in my left breast. As a result of the mammogram I immediately had to have three follow up biopsies. On November 1, 2016, my family doctor informed me that I had breast cancer. On November 5<sup>th</sup>, I met with the surgeon and the decision was made to perform a lumpectomy and during surgery, some lymph nodes would also be removed. I continued to work with SJPF up until the date of my surgery which was scheduled for December 5, 2016. The doctor performed the lumpectomy and the surgery was determined to be successful. The lump and lymph nodes were sent for testing. Upon receipt of the pathology report, it was determined that I had estrogen and progesterone positive cancer. The cancer was located in the lump and in one of the lymph nodes that had been removed. As a result of this

diagnosis, chemotherapy and radiation treatment were deemed necessary. I underwent five months of chemo between January 5, 2017 to June 1, 2017 and six weeks of radiation which was completed on August 9, 2017. I am now in a three month "Stay Strong" program offered to recovering cancer patients; working on endurance and strength training. I returned to work for SJPF to my Patrol duties on October 27, 2017. Upon returning to work, I began by working half days for a few weeks and I am now working in a full duty capacity.

I share my experience because I am hopeful my message will encourage women to take notice and not ignore signs (differences noticed in their breast tissue), to perform a breast self-exam and to have regular mammograms. If my cancer had been detected earlier I would not have had to undergo chemotherapy. I am currently being monitored by my Oncologist and will be for the next five years. I am now considered cancer free.





# The President

This has been a fantastic year to be involved in AWLE. Thank you to our new and returning members for your continued support. This year AWLE has met a milestone we are celebrating our **25th Annual Training Conference** and our Silver Anniversary.

I would like to thank Chief Peter MacIsaac, Cape Breton Regional Police Service who hosted our 25<sup>th</sup> Training Conference Nov. 7-10, 2017 in the beautiful community of Membertou, Cape Breton. Det/Cst. Danielle Campbell and Det/Cst. Melissa MacDonald chaired the Conference and along with their organizing committee hosted a spectacular event. This year's conference theme "Believe in the Possibilities" couldn't have been more fitting as we looked back on 25 years of AWLE. We were also happy have some of our founding members and past executive members join us at our Silver Awards Banquet. I would like to congratulate all of our 2017 Award Winners who dedication and hard work we showcased at our banquet. Please see our Conference Report later in this addition of the Notebook to read about their achievements.

All of our 2017 award winners will have their nominations sent forward to the International Association of Women Police (IAWP) for consideration at their 2018 Conference in Calgary, Alberta. Please visit [www.iawp.org](http://www.iawp.org) for more details.

I would like to welcome Gina Walsh of Canada Border Services Agency to our Executive team who was named Membership Coordinator at this year's elections.

This year I worked hard to raise the profile of AWLE in the Atlantic Law Enforcement community and beyond. In March I joined the AWLE Winter Warriors and took part in the Polar Plunge in Halifax, Nova Scotia in support of Special Olympics. I had several discussions with Axon Canada and the Ontario Women in Law Enforcement which led to us making a 2 year partnership.

With Axon's support we were able to send our Officer of the Year to the 55th International Association of Women Police (IAWP) Training Conference in Cairns, Australia Sept. 17-21, 2017. Our Officer of the Year was named at our Conference in Halifax, Nova Scotia in October of 2016 and is Saint John Police Force Officer Cst. Tanya Lawlor. I travelled with Nancy Rudback and with the assistance of Saint Joh Police Chief John Bates his staff and Tanya's friends and family we were able to surprise Tanya



at her workplace with this trip of a life time.

Our 2016 AWLE Award winners were forwarded to the IAWP and we had an AWLE recipient in Cairns, Australia. Congratulations to Cst. Stephanie Glendenning of Halifax Regional Police who was the recipient of the IAWP Community Service Award.

On September 1st I attended the Atlantic Police Academy Graduation where I presented the Female Fitness in Leadership award to Cadet Kalie MacDonald. Congratulations to Kalie who is now a police officer with Halifax Regional Police. I also spoke to all of the female graduates of the APA class about our Organization and hope to see them at future AWLE events.

I am happy to announce the 2018 AWLE 26<sup>th</sup> Annual Training Conference will be held in Moncton, New Brunswick Nov. 6-9<sup>th</sup> and hosted by the J Division RCMP. The theme of the Conference will be "Lead-*Her*-Ship From Within; Explore your Influence". Please see our website for upcoming details and follow them on Twitter @AWLE2018Moncton

Happy Holidays and Happy New Year!

Carolyn Nichols  
AWLE President

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Follow me on Twitter @AWLEPresident





# IAWP COORDINATOR'S REPORT

Submitted by Suzanne Byrnes  
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First and foremost I would like to congratulate the executive board of AWLE for their Silver anniversary. Celebrating 25 years in promoting women in policing is quite an accomplishment. This past November, I attended my first AWLE held conference, kudos to Constable Melissa Macdonald and Danielle Campbell and the conference committee for a great conference held on Cape Breton Island, Nova Scotia.

Some of you may have witnessed that I won the 47inch TV at the conference. The TV is making its way back to Ontario where it will be raffled at the Ontario Women in Law Enforcement Awards Banquet. A portion of the proceeds will be awarded to the Children's Wish Foundation in Nova Scotia and the remainder, will be awarded to sponsor an OWLE or AWLE member in attending the IAWP Conference in Calgary.

To quote Cape Breton Chief of Police Peter McIsaac, "Leadership is not always a rank or a position, leadership is a behaviour and an activity to getting things done, doing things right and making things better. It is about hard work and proven skills and abilities". Participants at the conference witnessed the results of good leadership in the execution of the conference, and the accomplishments of the speakers and attendees such as three time Olympian Heather Moyes, Chief of Police Leanne Fitch and Chief Julia Cechetto to name a few.

Listening to Heather Moyes, I kept reminding myself of the conference's theme "Believe in the Possibilities", as I push myself to get up for practice when I just do not feel like it. I am convinced that we have all been there, be it on a personal and/or professional front. No matter what roadblocks life puts before us, it is in the way we overcome these challenges that defines us as individuals. In recent months, we have witnessed an outpouring of individuals coming forward and sharing the situations and events that they have been subjected to. Offer support and be there to listen however do not judge.

In August, I attended the 2017 World Police and Fire Games in Los Angeles, I would like to congratulate all of the Region 11 members who attended and competed in the event.

The 55<sup>th</sup> IAWP Conference held in Cairns, Australia was a great success. Following two days of Late Board Meetings, attendees

were exposed to a variety of speakers, social events and the Awards Gala. I would like to thank Axon Canada for sponsoring Constable Tanya Lawlor of St-John Police Force and for their continued support. I had the pleasure of meeting Constable Lawlor in Cairns.

During the Board meeting, surveys were distributed and if you are an IAWP member and have not yet received your survey, please contact me. I will forward a copy via e-mail. 2018 is an election year for IAWP and this year, the election process will be using electronic voting. If the e-mail you are using for the IAWP membership has a firewall, you may not receive your ballot. Please verify your membership information to ensure you will not miss out on the opportunity to participate in the election process.

Congratulations to past and present OWLE executive members. On November 9<sup>th</sup> 2017, Senator Boniface presented our OWLE sisters with the 150<sup>th</sup> Anniversary Commemorative Medal for having made a positive contribution to their communities. The next IAWP Conference will be held from August 26-30<sup>th</sup> 2018 in Calgary, Alberta, Canada. Visit the link for more information <http://lawregion11.ca/>

I would like to thank the members who have renewed and welcome the new members who have joined us. I ask that you promote IAWP memberships to new and experienced members. Tell a friend and don't forget to renew your own membership. Membership makes a great Christmas present. Consider purchasing an IAWP membership as a gift, a little goes a long way. Remember to confirm your e-mail and log onto the website. For those members who have yet to have logged onto the IAWP members' only site, please look it up. If you have difficulties with the password or username, contact Carol Paterick at [carolpaterick@gmail.com](mailto:carolpaterick@gmail.com).

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

Looking forward to hear from you soon

**A Bientôt  
Suzanne Byrnes**



## Chief Julia Cecchetto

Julia Cecchetto began her policing career with Halifax Regional Police in 1990 upon graduation from the Atlantic Police Academy, Charlottetown, PEI. During her time in Halifax she worked in patrol, investigations and administration, including stints in the mounted division, professional standards, GIS, community relations and crime prevention, as well as training. She was also responsible for managing the police records management system, the police radio system and the third party contract with Commissionaires Nova Scotia. She was the Divisional Commander for West Division from 2015-2017. She is also a level II Incident Commander.

In Oct 2017, she retired from Halifax Regional Police and moved to Kentville Police Service to become Chief.

Outside of work, she has organized equestrian events and is



currently working towards becoming an Equestrian Canada Steward. She has pursued educational opportunities through both Dalhousie University and Saint Mary's University. She is married to Mike, who is a Sergeant in Halifax and they have 2 daughters, Erin - 19, and Kenzie - 17. She is also "mom" to 3 Dogs, 2 horses, and a cat.

AWLE and its membership offer their congratulations to Chief Cecchetto!

## Chief of Police, Joseph A. Boland Royal Newfoundland Constabulary

Joseph (Joe) Boland began his career with the Royal Newfoundland Constabulary in 1983 after graduating from the Atlantic Police Academy, Charlottetown, PEI. Since that time he has served in many branches of the RNC including Patrol Services Division, Criminal Investigation Division, Operational Support Services Division and Recruiting and Training Unit.

Chief Boland has completed the Supervisory Leadership and Development program at Gardiner Centre, Memorial University Newfoundland. He was promoted to the rank of Sergeant in 2006, to the rank of Inspector in 2012, to the rank of Superintendent in 2014 and appointment Chief of Police in July 2017.

He served both as President and Vice President of the Royal Newfoundland Constabulary Police Association. He has been



awarded the 20 year Police Exemplary Service Medal, 30 year Police Exemplary Service Bar and Her Majesty Queen Elizabeth II Diamond Jubilee Medal.

Chief Boland has coached with the St. John's Amateur Baseball Association and with the St. John's Minor Hockey Association. In 2009 he was named Baseball Canada National Grassroots Development Coach of the Year. Chief Boland was recently inducted into the Softball Newfoundland Labrador Hall of Fame in the Athlete Category. As a member of the Royal Newfoundland Constabulary hockey team he won the Gold Medal in 2001 at World Police Fire Games in Indianapolis, Indiana.

Chief Boland currently serves on the Mental Health and Addictions Advisory Board, Eastern Health Police Liaison Committee, Occupational Health and Safety Committee, Mental Health Mobile Crisis Response Team Implementation Committee and Duty to Accommodate, Early and Safe Return to Work Committee.

Joe resides in St. John's with his wife, JoAnn, and their two children, Tyler and Jennifer.

AWLE and its membership offer their congratulations to Chief Boland!





## Chief Superintendent Jennifer Ebert, Commanding Officer, Prince Edward Island

Chief Superintendent (C/Supt.) Ebert was born and raised in London Ontario and joined the Royal Canadian Mounted Police in 1997. She was posted to Northwest Territories (G Division), Nunavut (V Division) and Alberta (K Division), and most recently Saskatchewan (F Division), respectively before being named as the Commanding Officer of Prince Edward Island (L Division). While in "V" Division she was given a Commanding Officer's Commendation for her actions in a Member involved shooting.



In K Division, she was posted to Hinton Detachment in General Duties, Edson Provincial GIS, promoted to the Major Crime Unit in Edmonton (1998), and promoted to Wood Buffalo Detachment in 2011 as a Team Leader of Serious Crimes and Domestic Violence Units. While at Wood Buffalo, she was designated as an Accredited Team

Commander. During her final two years at Wood Buffalo, she managed the Professional Standards and Administrative office and received the Queen's Jubilee Medal.

In 2014, C/Supt. Ebert became the Officer in Charge of the Major Crimes Branch in Saskatchewan (F Division); during 2016 she was also the Acting South District Commander for a period of seven months. C/Supt. Ebert has extensive background in Major Crimes including homicides, crimes against persons and sensitive investigations and was promoted to Superintendent in January 2017, in the role of OIC Major Crimes.

In the summer of 2017 C/Supt. Ebert was appointed as the Commanding Officer for the province of Prince Edward Island.

A political science major in University, C/Supt. Ebert holds an Honors Bachelor of Arts degree from Lakehead University, a Police Leadership Certificate from Dalhousie University, and a Professional Leadership Certificate from the University of Regina.

Dedicated to healthy life style and comradery of fellow police officers, C/Supt Ebert has been involved in the Baker to Vegas Law Enforcement Challenge Cup Relay since 2009, participating on the K Division's Women's Team as part of the "35 years of Women in the RCMP" celebrations as a runner and later as a Team Captain. C/Supt. Ebert, her husband and their youngest child will live just outside of Charlottetown in Stratford and look forward to being part of the community enjoying the beaches, food and culture of the Island.

AWLE and its membership welcomes and congratulates C/Supt. Ebert!

## Biography of The Honourable Arthur J. LeBlanc, ONS, QC, Lieutenant Governor of Nova Scotia

Arthur Joseph LeBlanc was installed as the 33<sup>rd</sup> Lieutenant Governor of Nova Scotia on June 28, 2017.

His Honour was born in West Arichat, Nova Scotia in 1943 and attended primary and secondary schools in that region. He graduated from St. Francis Xavier University in 1964 with a Bachelor of Commerce Degree and he earned a Bachelor of Laws Degree from Dalhousie University in 1968. Following graduation, he was admitted to the Nova Scotia Barristers' Society in November 1968.

His Honour practiced law for over 30 years, initially as an associate of Vincent deP Burke and subsequently as senior partner of the law firm LeBlanc MacDonald and Pickup and this firm was succeeded by LeBlanc MacDonald. He maintained a solicitor's practice and subsequently concentrated his practice in civil litigation. In 1983, His Honour was appointed as Queen's Counsel in recognition of his distinguished law career.

While practicing law, His Honour served as a Director with several corporations and development authorities. He was

also active with the Nova Scotia Barristers' Society and the Strait of Canso Barristers' Society.

In 1998, he was appointed as a Justice of the Supreme Court of Nova Scotia (General Division) and served on the bench until he was installed as Lieutenant Governor.



His Honour is the Chancellor of the Order of Nova Scotia and is a recipient of the Queen's Golden Jubilee Medal.

His Honour is married to Her Honour Rosemarie Patricia (Patsy) LeBlanc (nee Lirette), who was born in Beresford, New Brunswick. Together, they have three grown sons, Pierre, André, and Robert. They have six grandchildren.

Their Honours are very interested in the performing arts, in particular young and emerging artists. Mrs. LeBlanc is an active volunteer, having served on several boards and is currently volunteering for two health-related causes.

(19 June 2017)





# Camp Courage



The First Responders Society was established by Fire fighter (Captain) Andrea Speranza in January 2006. Camp Courage is an 8-day camp intended to introduce females between the ages of 15-19 to first responder careers. Camp Courage is held every other year and only twenty-four young women are selected after a rigorous application and selection process. The camp is free to the young women who attend.

The ultimate goal of Camp Courage is for the young women to leave with a sense of empowerment and the confidence to believe that they can achieve anything they desire.

This year's camp welcomed twenty-four incredible, but quiet and nervous, young women. But by the end of the 8-day camp these same young women overcame every challenge put in front of them, demonstrated great confidence, and formed lasting friendships.

During the first day of Camp Courage, the young women complete orientation and experience fun ice breaker activities. The next two days are spent with EHS where the young women get to experience a day in the life of a paramedic through hands-on training, including inserting trach tubes, IV needles and even delivering a baby. Day four and five are spent with the Police. This year the young women were introduced to a Mounted Unit horse, Sarge, and a member of the K9 Unit, Nico. They also had

the opportunity to take fingerprints and chase down a shooter who was loose in the building. Day six and seven is spent with fire, where the young women get to put out a fire, rappel from a building, climb the truck ladder and use the Jaws of Life. The final day is graduation where parents are invited to watch their children enact an emergency-based scenario grounded in everything they have learned throughout the 8-day adventure.

It is so exciting to see how these young women grow during these eight days – the change is dramatic. And while the camp is indeed a great experience for these twenty-four young women, it is also a tremendous opportunity for Police, Fire and EHS personnel to form relationships and support some of these young women in knowing that they have what it takes to make our meaningful careers their own someday.





# Investing in “The Standard”

Throughout our policing careers we will all inevitably experience periods of profound stress. Simply due to the inherent nature of police work, we are regularly exposed to occupational hazards that are unique to our chosen profession. Vicarious Traumatization, Compassion Fatigue, Burnout, Operational Stress Injury (OSI), Post-Traumatic Stress Disorder (PTSD), et. al., are all occupational hazards that are embedded in our daily work. In her book, *Kitchen Table Wisdom*, Dr. Rachel Remen said that “the expectation that we can be immersed in suffering and loss daily and not be touched by it, is as unrealistic as expecting to walk through water without getting wet”. We must be aware of these potential hazards and develop sustainable coping mechanisms and resiliency skills if we want to have a lasting and fulfilling career in policing.

Over the last number of years, the global discourse surrounding the maintenance of good mental health and the existence of PTSD in trauma-exposed professions has been in the forefront of our society. While the research estimates that 8% of Canadians are living with PTSD, a closer look at the emergency services sector shows that 16% to 24% of emergency services personnel have a PTSD diagnosis. This number is likely under-reported due to the lingering stigma that is associated with the disclosure of a mental illness. The media continues to report on the seemingly endless tragedies of emergency responders dying by suicide, which has resulted in a public outcry for an increased prioritization of mental wellness initiatives for frontline helping professions. These calls for action are rightfully growing louder and louder with every tragic loss we experience as a policing community.

As a direct result of the lost lives and media attention, many police agencies are making meaningful change by implementing innovative awareness campaigns and providing enhanced mental health training, focused primarily on individual mental wellness. The Road to Mental Readiness (R2MR), Operational Stress Injury (OSI), Compassion Fatigue Education, Mental Health First Aid and other well-known training programs are just a few of the recurring mandatory training for many of us. They help us recognize the signs and symptoms of mental health deterioration in ourselves and others and also provide guidance on how to seek help. Within our own respective policing agencies the frequency and quality of the training is like everything else, contingent on fiscal

restraints and operational requirements; but regardless of the frequency of our in-house mental health training we are undoubtedly making significant progress. Considering that every year, 1 in 5 Canadians experience a mental health issue and over 500, 000 Canadian employees don't go into work each week due to individual mental health concerns; this training is without question a necessity. Supporting those who are dealing with a mental health-related matter is in everyone's best interest, including the workplace; But what about the workplace itself?

Although our own individual mental health is our own responsibility, our workplaces also play a significant role in our ability to manage both our physical and psychological well-being. We can sometimes feel overwhelmed and challenged by the immense systemic pressures that affect us in the workplace, yet we simultaneously need to maintain our mental health and accomplish our designated tasks. A work environment that consists of unrealistic workloads and time constraints, lack of training or leadership and inefficient work processes can contribute to a toxic work environment that can increase our risk of psychological injury in the workplace. Our organizational policies, processes, procedures, and interactions can affect psychological health and safety and there has been a significant paradigm shift and global discussion surrounding what constitutes a Psychologically Healthy and Safe workplace. The research that has been done in the area of psychological Health & Safety indicates that there are 13 interrelated psychosocial risk factors in the workplace that can lead to psychological stress. They are: Organizational Culture, Clear Leadership & Expectations, Workload Management, Growth & Development, Recognition & Reward, Engagement, Civility & Respect, Psychological and Social Support, Involvement & Influence, Balance, Psychological Protection, Psychological Competencies & Requirements and Protection of Physical Safety. Employees who experience high demand, low control, high effort and low reward work experiences, are more likely to suffer adverse consequences of a psychologically unsafe workplace. The costs of these consequences can be staggering, both for the individual and the organization. At the individual level, potential physical health costs include heart and back problems, certain types of cancer, infections, mental health problems and substance abuse. At the organizational level it can also reduce an organization's performance through low morale,



workplace conflict, grievances, worker turnover, absenteeism and an increase in disability and injury rates. There are hundreds of academic reports that verify that our work environments, job characteristics and organizational factors are directly related to the level of stress we experience in the workplace. In the Ipsos Reid 2012 survey of more than 6,600 Canadian employees, 70% of employees reported some degree of concern with psychological health and safety in their workplace. This strengthens our collective obligation to focus on more than just individual mental health.

It is often the fiscal reality of an organization's bottom-line that grabs a management team's attention. The UK National Institute for Health and Clinical Excellence (NICE) estimates that improving the management of mental health in the workplace including prevention, early action to combat stress and early identification of problems could decrease losses to productivity by as much as 30% and result in annual savings of \$397,713 in an organization of 1000 employees. Conversely, mental health problems are reported to be the leading cause of short and long-term disability in Canada, costing an estimated \$51 billion per year. Organizations, including policing agencies, are now exploring innovative cost-saving initiatives like the Mental Health Commission of Canada's (MHCC) *The National Standard of Canada for Psychological Health and Safety in the Workplace*, or "the Standard". Introduced in 2013, *The Standard* is a comprehensive collection of evidence-based, voluntary tools and resources that can guide an organization through a systematic process of promoting and maintaining mental health and preventing psychological harm. Although there is no evidence to demonstrate that work place stress causes mental disorders, there is a clear correlation between high psychosocial risk factors causing further damage to an employee's existing mental health issue and interfering with effective mental health treatment.

In 'Tracking the Perfect Legal Storm', a 2010 report commissioned by the Mental Health Commission of Canada (MHCC), mental health expert Martin Shain, PhD emphasized that there are legal developments that will likely develop into legal imperatives for Canadian employers to provide and maintain a psychologically safe workplace. The legal implications involve labour law, occupational health and safety, employment standards, workers compensation, tort law, the contract of employment and human rights. Canadian courts have recently made decisions that seemingly attribute the acts or omissions of the employer as the cause of some types

of mental disorders. Many legal minds across the country have confidence that within the next five years, Psychological Health and Safety will be legislated similar to Occupational Health and Safety.

It wasn't until my sixth year in policing that I truthfully began to recognize the importance of my own mental wellness in my policing career. Since then, I have had countless discussions with my colleagues, both sworn members and civilian staff. It is my co-workers that have truly helped shape my passion and continued education in this area. Since 2012, I have become a Compassion Fatigue Educator, an instructor for the Road to Mental Readiness (R2MR), received certification with the Greencross Academy of Traumatology in the United States and in September of 2017, I became a Certified Psychological Health & Safety Advisor through the Canadian Mental Health Association (CMHA). I believe wholeheartedly in the effectiveness and feasibility of policing agencies utilizing mental health awareness programs, but I am confident that the missing piece of our well-intentioned efforts is *The Standard*. The CMHA training I received gave me the knowledge to help address psychosocial risks in my work environment. It also gave me the insight about the importance of creating a psychologically healthy workplace that builds an engaged workforce, improves safety and well-being, reduces stress amongst employees, improves morale, restores trust & confidence in management, reduces absenteeism and improves worker performance.

Within Canada, there are now more than 40 organizations that have implemented *The Standard* and it is now the leading global practice for psychological health and safety, fundamentally redefining what a responsible employer should provide to their employees. Not only are the organizations who have adopted *The Standard* seeing improvements with overall achievement of strategic and corporate goals, they're reporting improvements in productivity, financial performance, risk management, organizational recruitment and employee retention. As an additional advantage, they're demonstrating their level of corporate social responsibility. The economic and social benefits of a psychologically healthy and safe workplace are priceless and undeniably worth the investment.

For more information about CMHA training and *The Standard*, go to [www.cmha.ca](http://www.cmha.ca) or contact Suzanne directly at [info@consolidated.ca](mailto:info@consolidated.ca).





# AWLE Silver Anniversary Conference 2017

The Silver Anniversary of the Atlantic Women in Law Enforcement (AWLE) conference was a memorable event. The 25<sup>th</sup> annual conference was held this year in beautiful Cape Breton, Nova Scotia from November 7<sup>th</sup>-10<sup>th</sup>. Conference organizers Danielle Campbell and Melissa MacDonald (both of Cape Breton Regional Police) and their organizing committee went above and beyond, in true Cape Breton style, to bring forward a fun, informative and enlightening conference to 150 delegates in attendance.

“Believe in the Possibilities,” was the theme that flowed through from the keynote address to invited speakers and selected topic areas.

Two-time Olympic gold medalist, Heather Moyse, who is no stranger to 'believing in possibilities,' kicked off the conference as the keynote speaker. Moyse is a native of Prince Edward Island who took her love for multiple sports (bobsleigh, rugby, and track cycling) to the World Cup level and the Olympics. As an inspirational speaker, ambassador, and humanitarian, she enjoys sharing her passion of physical fitness and sport, and hopes to inspire others to chase their dreams. Moyse engages audiences with her personal experiences and professional training as an occupational therapist to encourage and inspire others to embrace challenges and face diversity head-on. She shares her message that when you believe in the possibilities of achieving your dreams, and stepping outside your comfort zones, you can discover and maximize your potential in sport, business or life. She was a great inspiration to kick-off the conference, and graciously joined in on pictures with delegates. Heather is a true people-person and her pleasant and welcoming nature certainly hasn't changed who she is after becoming a celebrity Olympian.

Over the three day training conference, eight speakers offered their insights on an array of current topics.

Kari Dart a Superintendent with the Ontario Provincial Police (OPP), and Director of Provincial Communications and Applications Support, spoke about leadership. Dart spoke to this topic with great experience, as she is responsible for leading over 900 professionals who deliver a range of mission critical services to the OPP. Kari and her team deliver a range of support through the OPP, in delivering its mandate of providing efficient and effective frontline policing to the province of Ontario.

Dr. Matthew Bowes, Chief Medical Examiner for the Province of Nova Scotia spoke of his experiences and provided insight regarding evidence for delegates to think about when on scenes.

Sergeant Mike Murphy of the Cape Breton Regional Police spoke about Computer Technology and Forensics. Murphy provided detailed information on how specialized software and

hardware is used in the forensic retrieval of data from computers, mobile devices, cellular phones and other electronic storage mediums.

Doctor Amy Ornstein is the Medical director of IWK Suspected Trauma and Response Team (START), IWK Division Head of General Pediatrics, and is an Associate Professor at Dalhousie University. Ornstein is continuously learning about child abuse and neglect and shared some of her experiences on pediatrics and child maltreatment. She spreads her knowledge to a wide range of audiences including medical professionals, law enforcement and social workers.

Leanne Fitch, Chief of the Fredericton Police Force, also an AWLE member, spoke on Intimate Partner Violence (IPV). Fitch has been instrumental in the development of Canadian Association of Chiefs of Police (CACP) National Framework of Intimate Partner Violence.

Vishal Dhir of Axon spoke on how the company continues to establish leading technology for Law Enforcement and Public Safety. He also spoke on cloud-based solutions for Law Enforcement agencies to help them streamline their processes and operate more efficiently.

Jennifer Spears, President & Creative Strategist with Clean Slate Strategies spoke about how organizations can do things differently and work unscripted. Spear works with teams and organizations to help solve problems, plan strategically and make innovation and creativity a reality in their workplace.

The conference case study was presented by Sgt. Bill Turner of the Cape Breton Regional Police. He presented on the investigations of the murders of Brett McKinnon and Laura Jessome.

The awards banquet proved to be a conference highlight, it was both celebratory and magical – another testament to the creative team behind the conference. Over 200 people enjoyed the evening, included founding members, delegates, and guests. With representation from Canada Border Service Agency, Sheriffs, Provincial and Municipal Police Forces, Royal Canadian Mounted Police and Corrections, the following awards were presented:

## Community Service Award

**Constable Tanya Schwartz** has served with the Royal Newfoundland Constabulary since 2007. She is currently assigned to Community Services where she is responsible for the delivery of various community programs as well as establishing partnerships that foster safe and healthy communities in the Northeast Avalon area.



Tanya has been instrumental in spearheading programs such as Neighborhood Watch and the Drug Abuse Resistance Education Program, and has facilitated over 150 presentations at schools and to community groups on topics such as internet safety, armed robbery prevention and personal safety.

Tanya serves and represents the RNC on numerous committees and has successfully collaborated with the St. John's Citizens Crime Prevention Committee, often taking a leading role for the group's initiatives. She regularly visits areas of concern in the community to gain intimate knowledge of the issues that are presented before suggesting solutions that will help make the area safer.

Within the RNC, Tanya volunteers on the Health and Wellness Committee as treasurer as well as taking on many other duties to support the work of the committee. Tanya is an intelligent, hardworking and dedicated officer who demonstrates her commitment to the health and safety of her community in all aspects of her work.

## Excellence in Performance

As an investigator with the Halifax Regional Police/RCMP Integrated Criminal Investigation Division, **Detective Constable Kerry Nielsen** never forgets that each homicide victim was a real person whose life was tragically cut short, leaving behind family and friends who are grieving their loss. During her tenure with the Homicide and Cold Case Units, she played an instrumental role in charges being laid in three unsolved homicides. In 2013, D/Cst. Nielsen was assigned to unsolved homicide of Chad Smith. She spent countless hours, both on and off the clock, on this challenging investigation which involved using complex investigative techniques to try to get two suspects to admit to what they had done. Ultimately, both suspects were charged with First Degree Murder; one was convicted and the other is awaiting trial. As the lead investigator in the Naomi Kidston case, her diligence and commitment led to the Cold Case Unit laying it's first ever charges in an unsolved homicide. Her determination and attention to detail were critical to solving the homicide of Kaylin Diggs and resulted in the accused pleading guilty to manslaughter. D/Cst Kerry Nielsen is an amazing investigator who goes above and beyond to get justice for victims, which she hopes will provide some measure of comfort for their grieving loved ones.

## Leadership

**Sergeant Joanne McNeil** has served with Halifax Regional Police since 2001, and recently she became the Sergeant in charge of the Community Relations and Crime Prevention Unit (CRCP). Joanne demonstrates full engagement in her duties and responsibilities to her team. She has built a solid reputation as a competent and caring supervisor who works side-by-side with the members of her team to ensure the best possible outcome in any situation. Her professionalism is paralleled by her passion for policing.

As a mentor, she understands that establishing strong and healthy relationships will always build pride, loyalty and professionalism inside and outside the organization. She treats all team members with respect and fairness each and every time. Just as she responsibly points out avenues for improvement to her team, she makes a point to recognize and appreciate the good work they do.

She received accolades from her colleagues across HRP for her compassionate and common-sense approach to supporting employee mental wellness. She recently self-nominated to become an instructor of the Road to Mental Readiness training (R2MR), which takes incredible tact, directness and genuine humanity.

Joanne is a fine example that leadership is not simply positional; it is based in competence, the motivation of others, engagement, trust, heart and inspiring these same attributes in others. She is a shining example of hope to other women officers seeking a leadership role in law enforcement.

## Medal of Valour

**Sergeant Nancy Rudback** has served the citizens of Halifax for over 28 years, first with the Halifax Police Department and then with Halifax Regional Police. Proving that those who have sworn to serve and protect are never off duty, Nancy was instrumental in saving a fellow traveller's life at the Toronto Pearson International Airport in February 2017.

A woman who had fallen and hit her head on the concrete floor required medical assistance. Nancy noted signs of cardiac arrest and went directly to the woman, who had collapsed, and began CPR. Once American immigrant officers arrived with an AED, Sgt. Rudback and the officers worked together to revive the woman before handing over care to arriving firefighters and paramedics.

As the modest individual, she didn't share this story with anyone upon her return home. If not for her travelling companion, no one would have known that the incident had even occurred. To those who know Nancy, it came as no surprise that she would spring into action and save a person's life - this is just one shining example that highlights Nancy's sense of responsibility and her caring and humble nature.

## Mentoring

Over the course of her 17-years with the RCMP, **Sergeant Dustine Rodier** has served the public in a variety of roles. The consistency that runs throughout her career is her commitment to mentoring and developing others.

Early in her career, Dustine was tasked as one of four members to initiate the Marihuana Enforcement Team pilot project targeting grow operations. During this time, she mentored the general duty members in gathering grounds for the identification of potential grow operations.





As an investigator with the Richmond Detachment, assigned first to the Burglary Unit and then the Serious Crime Unit, she mentored and further developed general duty members, ensuring they were assigned tasks to build their overall skills and confidence as major crime investigators.

In 2008, she was promoted to Corporal, and as the Senior Corporal in the Serious Crime Unit, she acted as the Sergeant in charge of four teams. As the Richmond ViCLAS, Lower Mainland Sex Crimes Bulletin and National Sex Offender Registry Coordinator, she provided direction on investigations and interviews to other investigators and general duty members and was able to guide members in a comfortable, positive learning environment. She frequently trained and provided guidance on major case management principals to new members.

As a child interviewing instructor, she also facilitated on multiple courses throughout E Division including municipal departments and social services. Moving to New Brunswick in 2013, Dustine was assigned to the Federal Operations Unit Saint John as a Team Leader where she lead the investigation into two criminal organizations involved in international drug trafficking.

She was also the Human Trafficking (HT) Coordinator and a member of the New Brunswick Working Group on Human Trafficking. Her current role as Detachment Commander in Hampton, New Brunswick, Dustine mentors and creates developmental opportunities for all detachment employees. Through her career, Dustine has been a mentor to women in policing, and next year, she will be one of the AWLE Conference co-chairs in Moncton, NB.

## Officer of the Year

**Constable Kelley McIntyre** is in her 9th year as a patrol officer with the Kennebecasis Regional Police Force (KRPF) in New Brunswick. She previously served 4 years with the Amherst Police Force in Nova Scotia. Kelley is a coach officer and has mentored several young officers in whom she strives to instill her love of the job. These officers have left her tutelage feeling confident and excited about the career that lays ahead for them. Kelly is a tenacious and meticulous investigator and has led many serious investigations. She takes pride in making sure the files are complete and that the victims are supported in every way possible. In her role as the Domestic Violence Prevention Coordinator for the police force, she demonstrates a steadfast commitment to the care and welfare of victims of domestic violence and their families.

Kelley has developed a rapport with the lower income section of the community and is a trusted advocate for this group in many ways. She spends hours and hours of her own time planning community events and mentoring young people in the community, and she often brings her children along to

community events to teach them the importance of helping others by giving back to the community.

She has been a key player in making a positive change in the workplace, even in the face of adversity. Kelley is a well-rounded officer who continues to prove her excellence in performance year after year without fail. She epitomizes the best of what it means to wear a police uniform.

## Team Endeavours

**Constables Sherry Legge and Lisa Fitzgerald** have served with the Royal Newfoundland Constabulary for 12 years, assigned to the Forensic Identification Section since 2011. They investigate everything from property damage to homicides.

From July to September 2016, Sherry and Lisa responded to a homicide of an unprecedented magnitude in St. John's, Newfoundland. Through the forensic work, fourteen different scenes were processed, and it became a long term project that was extremely complex.

Lisa was the primary forensic officer on the file, and Sherry was the exhibit control person. They worked tirelessly and continuously, processing and cataloguing nearly one thousand exhibits, conducting dozens of footwear impression comparisons, performing numerous laboratory requests and completing the forensic work that led to the arrest of four suspects.

Throughout the investigation, they liaised effectively with other organizations and disciplines, delegated to their team and mentored junior officers along the way. As a result of their dedication, professionalism and forensic expertise, three of the four accused took plea deals relating to the homicide. Never overwhelmed by the magnitude of this investigation, Lisa and Sherry went well beyond the average response and set a new standard for excellence.

Award recipients are selected by an independent committee based on submitted nominations. Congratulations to the 2017 recipients.

In addition to the professional training and awards presentations, delegates of the conference used the opportunity to network with their Atlantic Canada colleagues. This year's conference organizing committee made a charity donation to The Cape Breton Cancer Society in memory of Tara Morgan, a former member of the Cape Breton Regional Police.

Cst. Louanne McQuaid  
Atlantic Women in Law Enforcement  
Media Relations/ Conference Director  
[Louanne.McQuaid@rcmp-grc.gc.ca](mailto:Louanne.McQuaid@rcmp-grc.gc.ca)



# Don't miss out! Come to Calgary for IAWP 2018!!

We are proud and honoured to host the 56th annual International Association of Women Police (IAWP) conference in Calgary, Alberta, Canada. The annual conference will be held from August 26 – 30, 2018. If you have never been to Calgary, here is your opportunity to attend an IAWP conference and to visit an incredible city that is situated in the foothills of the Rocky Mountains. We are a destination like no other: - a mix of “big- city energy, cheerful western hospitality and wondrous natural beauty”.

IAWP 2018 will address “**leading change**” in leadership, organizational culture, and subculture within policing. World renowned speakers will discuss recruiting, employment, and retention of employees from diverse backgrounds concentrating on race, culture, gender, religion, sexuality, and family status.

The conference will provide sessions related to integrated response to crime, building relationships with external agencies and fostering stronger community partnerships. Professionals with experience in crime prevention, investigations, and offender management will discuss strategies on how to best distribute resources to address crime, while ensuring communities remain engaged with their police agencies.

Speakers will cover such topics as:

- **Leading Change**
- **Diversity and Inclusion**
- **Leadership**
- **Organizational Change**
- **Respect/Bullying/Harassment**
- **Relationships With External Agencies**
- **Community Partnerships and Community Engagement**
- **Recruiting/Employee Retention**
- **Collaborative/Investigative Approach to Solving Crime**
- **Wellness and Mindfulness**

\*\*\*Should a presenter have a topic they wish to speak about that is not applicable to one of the topics above, there will be a miscellaneous category for consideration.

If you or someone you know would like to submit an abstract to be considered as a presenter, please go to our website at [www.iawp2018.org](http://www.iawp2018.org). Abstracts are due by December 31, 2017.

To date, we have four amazing inspirational keynote speakers that have all faced adversity and have overcome it. You will not want to miss these key notes!

## Amanda Lindhout

*Kidnap Survivor, Bestselling Author and Journalist*

As a child, Amanda Lindhout escaped a violent household by paging through issues of National Geographic and imagining herself in exotic locales. At the age of 19, she began to travel the globe. She backpacked through Latin America, Laos, in war-ridden Afghanistan and Iraq where she carved out a career as a television reporter. In 2008, Amanda travelled to Somalia for only four days before she was kidnapped and held captive for 460 days. Amanda has just recently testified in court in Ontario against one of her captors. Because of her daring escape, she is able to share her story of forgiveness and compassion. Amanda's award-winning memoir, *A House in the Sky*, has been on the top 10 bestseller list for over three years.

## Sheldon Kennedy

*Sexual Abuse Survivor, Retired National Hockey League player*  
After charging his hockey coach for the sexual abuse he suffered as a teenager and

through the important work he continues to do, Sheldon has become an inspiration to millions of sexual abuse survivors around the world. He helped create a one-of-a-kind centre for victims of child abuse that offers full wrap-around services. Sheldon has been instrumental in changing the way police, child and family services, health and the justice system work together to better help the victims of this crime.

## Caroline Ouelette

*Canadian National Hockey team member*

Through Caroline's extensive hockey career and passion for promoting hockey, hundreds of girls have been able to experience hockey for the first time. She has won awards that demonstrate her commitment to female hockey both on and off the ice, she has been a guest speaker, a spokeswoman, and co-founded a website designed to help student athletes get recruited at the collegiate level.

## Police Chief Jennifer Evans

Police Chief Jennifer Evans joined Peel Regional Police in 1983 as a cadet and has worked in various areas throughout her career. In 1996 she was assigned to work with Justice Archie Campbell in the review of the police investigation into Serial Rapist and Murderer, Paul Bernardo. Following that review she was assigned as a violent crime analyst identifying linkages of serial crimes and murders. She later worked at the office of the Chief Coroner where she learned more about death investigations which assisted her in her future role as a Detective and later as the Officer in Charge of the Homicide & Missing Persons Bureau. In 2010 as a Deputy Chief she assisted Commissioner Oppal in British Columbia with the review of the police investigation involving serial murderer Robert Pickton. Robert Pickton was able to avoid identification and apprehension by police for several years before he was arrested for multiple murders. Chief Evans is the only police officer in Canada to review the police investigations of two serial murderers. She is in her 5th year as Chief of the Peel Regional Police which is the 3rd largest municipal police service in Canada.





## Welcome to Calgary, an evening at YouthLink

On August 26 delegates will be treated to an evening at YouthLink, the Calgary Police Service Interpretive Centre. YouthLink is a leader in youth education and crime prevention. Youth and families learn about the most pressing issues of their time, and become empowered to make the right decisions and avoid crime and victimization.

YouthLink features Alberta's largest collection of policing artifacts ever placed on public display. Their goal is to educate the public in an engaging way and to provide an environment that fosters curiosity and understanding of the important role of the Calgary Police and its impact on current and historic events.

You need to register for the conference early, as this event only holds 300 conference attendees. This will be an amazing night where attendees will be treated to Canadian hospitality!

## The Gala evening at Girletz Ranch

Girletz Ranch has been selected to host the Gala evening on August 29, 2018. It is situated in the Foothills with an incredible view of the Rocky Mountains. This is an opportunity to really see what an Alberta ranch is all about. Some of the activities you will enjoy will be a western barbeque, line dancing, trick horse demonstrations and bull riding. Don't miss this once in a lifetime opportunity!

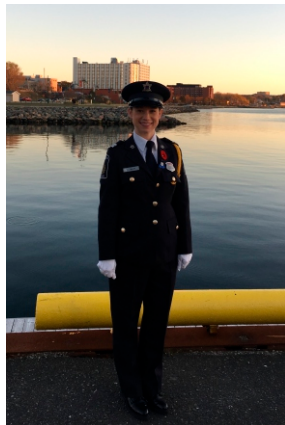
Please visit the Girletz Ranch website for more info at [www.girletzrodeoranch.com](http://www.girletzrodeoranch.com)

See a video showing the action at Girletz Ranch:  
<https://www.youtube.com/watch?v=4qSGDqIJQMI>

## Greetings from the AWLE Membership Coordinator

I am Gina Walsh and I have been employed with Canada Border Services Agency for 11 years. Currently, I am working as Superintendent of Operations at Gander International Airport, Gander, NL and I am your new Membership Coordinator.

I began my career with CBSA as a student in the port of Fortune, NL in 2006. This port, for those who may not know, is the main entry and exit point to the French islands of St. Pierre et Miquelon, a French territory off the south coast of Newfoundland and Labrador. I worked there for one summer and part of another before starting in St. John's, again as a student. It wasn't long after that I was offered and attended training for a permanent position in St. John's, NL as a Border Services Officer. While I continued to be employed in St. John's until my recent promotional move to Gander, NL, I was fortunate to have had various temporary job opportunities within the CBSA. I worked for one year as an Inland Enforcement Officer with our Enforcement and Intelligence Division in 2011-2012 focusing mainly on the



## Companion Program

Your companion and/or children will not want to miss out on this program. They can experience city excursions to Heritage Park, the Calgary Zoo, Fort Calgary and many others. If they are looking for a day trip, we have excursions to the badlands of Drumheller, the icefields in Jasper or Banff National Park. Be sure to buy your companion a seat to the Awards Luncheon, the Opening Ceremonies and to the Girletz Ranch Gala Evening. Note: children are welcome but must be supervised by your companion.

## Early Bird registration ends April 30, 2018

**Register now and don't miss out! Remember, Australia sold out early!! Join us now and help us "lead the change."**

Connect with the Calgary Conference

- Facebook <https://www.facebook.com/IAWP2018/>
- Twitter <https://twitter.com/IAWP2018>
- Find out more about Calgary by visiting [choosecalgary.ca/iawp2018](http://choosecalgary.ca/iawp2018)
- Find out more about the gala evening, visit the website [www.girletzrodeoranch.com](http://www.girletzrodeoranch.com)
- Find our website at [www.iawp2018.org](http://www.iawp2018.org) or [www.iawp.org](http://www.iawp.org)

immigration side of our mandate. In 2013 I was selected for and was successful in Basic Firearms Instructor training in Chilliwack, BC. This opened another door for me to expand on my career. For nearly three years, between the CBSA Learning Centre in Rigaud, QC and the Atlantic Centre for Arming Training in Slemmon Park, Summerside, PEI, I worked as a Control and Defensive Tactics and Firearms Trainer. In 2016 I returned to St. John's International Airport, and wasn't long before I took on the temporary role as Superintendent of Operations. In the fall of 2016 I was offered and accepted a 6 week assignment in Lagos, Nigeria working with Government Affairs Canada and Immigration, Refugees and Citizenship Canada as a visa officer at the High Commission of Canada and most recently I have been appointed permanent Superintendent of Operations in Gander, NL.

In my career so far I feel like I have been fortunate to see and do a lot. It is important to realize that while I worked hard, I didn't do it alone. I've always felt that being involved, keeping lines of communications open with my managers and colleagues, working as a team and taking and using constructive feedback allowed me to grow as an employee. Through each opportunity was afforded, I believe I returned a more informed and educated worker, which in turn benefits an organization as a whole.

In closing, if I could give one piece of advice to women and men in law enforcement is to seek out opportunities and never count yourself out, you may actually be exactly what they are looking for ☺

See you in Moncton!

Gina Walsh

AWLE Membership Coordinator



# World Police and Fire Games

The World Police and Fire Games (WPGF) is a biennial athletic event, open to active and retired law enforcement and fire service personnel throughout the world. The 2017 World Police & Fire Games were held August 7-16 in Los Angeles, California. This 10-day Olympics-style competition saw representatives from world police and fire agencies compete in 60 events at more than 30 venues around Southern California.

The WPGF attracted approximately 10,000 participants from more than 70 countries. This is slightly fewer than the Summer Olympic Games, and exceeding the third position holder, the Commonwealth Games.

## Talia Murphy – Swimming

Talia began swimming competitively at the age of 12 with the Conception Bay South Bluefin's Swim Club in her hometown of Conception Bay South, Newfoundland and Labrador. She later went on to coach with this team. In her second year of studies at Memorial University, Talia tried out for the varsity swim team and began training and competing with them. Swimming has provided her with the opportunity to travel and make lasting friendships. It also provided her with a strong work ethic and a sense of dedication. In recent years, Talia began swimming again and have joined the Rocky Island Master Swim Club in St. John's, NL. In 2011 after 6 years of policing with the Royal Newfoundland Constabulary she competed in her first World Police and Fire Games in New York.

This year, in preparation for the 2017 Los Angeles World Police and Fire Games, Talia began training in the pool with the Rocky Island Masters Swim Club and on her own when scheduling would permit. At the Games, Talia competed in four individual swimming events: the 100, 200 and 400 meter freestyle and the 50 meter breaststroke. While she did not medal in any of the events (4<sup>th</sup> and 5<sup>th</sup> place finishes) she was honored to be given the opportunity to represent the Royal Newfoundland Constabulary again at the World Police and Fire Games. Talia looks forward to training for the next competition.

Talia is a 12 year member with the Royal Newfoundland Constabulary. She has experience in Operational Patrol Services, Media Relations and is currently an investigator with the Major Crime Unit. While training for these events she was involved in a number of high profile investigations.



Talia Murphy (left) and Gwen Stacey.

## Gwen Stacey – Swimming

Gwen began swimming competitively at the age of 15 with a summer club in her hometown of Grand Bank. The Southern Sharks Swim Team was a small club that only ran from June to August. When she started at Memorial University in 2001, Gwen tried out for the varsity swim team and began training year round. In her second year with the Memorial Sea-Hawks Gwen qualified for the Canadian Interuniversity Sport (CIS) Championships and competed at a National level at the University of Victoria. During her time with the Sea-Hawks Gwen forged life long bonds with friends and had the privilege to travel to compete at a high level. Gwen finished swimming competitively in 2007 and entered the Police Constable Recruit Training Program with the Royal Newfoundland Constabulary.

In 2017, in preparation for the 2017 Los Angeles World Police and Fire Games, Gwen began training in the pool to race again. She entered the Spring Splash Invitational in May and the Summer Classic Invitational in June. At the Games she competed in five individual swimming events: the 100 and 400 meter freestyle, the 50 meter butterfly, the 50 and 100 meter backstroke. Gwen was thrilled to be able to place in four out of the five swimming events and finished the games with two silver medals (400m free, 50m fly) and two bronze medals (100 m free, 100 m back). In addition, Gwen also competed with the Royal Newfoundland Constabulary Volleyball team and they placed 5<sup>th</sup> overall.

Gwen is a 9 year member of the Royal Newfoundland Constabulary. She is a constable with experience in Operational Patrol Services, Fire Investigation and is currently assigned to General Investigation Unit, Criminal Investigation Division. Gwen will be assigned to the Mobile Mental Health Crisis Unit in 2018.





## Janelle Simmons-Running

In August of this year, Janelle competed at the World Police and Fire Games in Los Angeles, California. This was her second time competing at the games, as she



also took part in Fairfax, Virginia two years prior. Janelle enjoyed her time at both games however Los Angeles was a bit more challenging and meaningful for her.

In May of this year, 3 months before the games began, Janelle returned to work from a year off on maternity leave with her 3<sup>rd</sup> son. Janelle started doing shift work which included 12 hour day shifts as well as overnights. Her husband was also a shift worker which overlapped her schedule and they didn't have their children in daycare, so to say the least, time was pretty sparse! But despite their busy schedules, she challenged herself and registered for 3 events in 3 consecutive days. Janelle said it took a lot of help from grandparents, aunts, uncles, and a babysitter to even get them to the games, for which she was so thankful.

Janelle and her husband arrived in California for their four day child free vacation, and she was feeling ready to toe the line and let the races begin. Janelle's lineup included a 10km cross country on day 1, a 1500m on the track on day 2, and rounded out with a half marathon on day 3. Despite the 4.5 hour time difference and a heat you don't experience in Newfoundland, Janelle was very pleased with her podium finish for all events. She came away from the games with 2 Gold medals, and 2 Silver medals. She received 2 medals in the 10km as she partnered with 2 other Canadian women for the team event and placed first for Canada!

Janelle says, "When it comes to my training, I'm often asked "How do you find the time"? And my answer is quite simple, I make the time. My training usually takes me to 5 or 5:30 in the morning for a 15-20km run daily before taking on my 12 hour dayshift or a day at home with my 3 kids. This is not ideal, but it's what works. With a hectic work and home life, I needed to find a time that worked without interfering with kid activities and work, so early mornings was my only option.

Why devote all this time to training many people ask? With a full time job, shift work, my husband's shift work, 3 small children and all of their activities, life can get quite overwhelming. These early morning runs gives me the energy to effectively keep up with my children as well as my job. It is also the only "me time" I get each day which I feel is very important as it gives me a chance to think about the day ahead, what happened the day before, and how to be a better mom for the most part. My physical health is very important to me but my mental health is equally important and running is what keeps everything operating smoothly for me. The medals don't mean too much to me, but they do to my children. If I can show them that hard work will give you success, then all the early mornings, and all the kilometers will be worth it."

Janelle is an 11 year member of the Royal Newfoundland Constabulary. She is a constable with experience in Operational Patrol Services, Mobile Support and is currently assigned to the General Investigation Unit, Criminal Investigation Division.

## Harvey Collett-Running

Sergeant Collett is a 28 year member of the Royal Newfoundland Constabulary. He has experience in Operational Patrol Services, Communications, Mobile Support and Support Services. Sgt. Collett competed in Cross Country, Individual event - 5 kilometers and finished in 4th place.

The Royal Newfoundland Constabulary was also represented at the games in Volleyball. The RNC Ladies Volleyball Team finished in 5<sup>th</sup> place. The team consisted of the following members:



Constable Alexandra Mackey  
Constable Lisa Pike  
Constable Megan Dawe  
Constable Kimberly Oates  
Constable Lindsay Dillon  
Constable Stephanie Pelley  
Constable Jessica Brown  
Constable Chelsey Guinchard  
Constable Malorie Harris  
Constable Gwen Stacey  
Constable Rebecca Jamieson  
Constable Brittany Hierlihy  
Sergeant Harvey Collett – Coach  
Sergeant Dwight Feltham – Assistant Coach

Congratulations to all competitors!



# Supreme Court Decision



THE SUPREME COURT OF CANADA HOLDS THAT A REASONABLE EXPECTATION OF PRIVACY CAN EXIST IN RELATION TO SENT TEXT MESSAGES AND THAT TEXT MESSAGES SENT AND RECEIVED CAN BE OBTAINED BY A PRODUCTION ORDER

In two decisions that were filed today, 2017-12-08 the Supreme Court of Canada considered the issues of whether an accused person has a reasonable expectation of privacy in relation to text messages sent to another person and whether sent and received text messages can be seized by the police through a production order.

(1) In **R. v. Marakah**, 2017 SCC 59, December 8, 2017, the accused was charged with a number of firearm related offences. During the investigation the police obtained search warrants to search the accused's residence and the residence of an accomplice (W). The police seized and searched electronic devices belonging to both individuals. The police found text messages sent by the accused to W.

## The Trial:

At trial, the Crown sought to use the text messages as evidence against the accused. The accused applied pursuant to section 8 of the *Charter* to have the text messages excluded.

The application judge held that the warrant for the accused's residence was invalid and that the text messages recovered from his BlackBerry could not be used against him. However, the application judge also concluded that the accused had no standing to argue that the text messages recovered from W's iPhone should not be admitted against him.

The judge admitted the text messages and convicted the accused of multiple firearms offences. A majority of the Ontario Court of Appeal upheld the convictions, holding that that the accused had no expectation of privacy in relation to the text messages recovered from W's iPhone. The accused appealed to the Supreme Court of Canada.

## The SCC:

The appeal was allowed, the convictions were set aside and acquittals entered. The Supreme Court held that “depending on the totality of the circumstances, text messages that have been sent and received may in some cases be protected under s. 8 and that, in this case, Mr. Marakah had standing to argue that the text messages at issue enjoy s. 8 protection” (at paragraph 4).

The Supreme Court noted that to “claim s. 8 protection, a claimant must first establish a reasonable expectation of privacy in the subject matter of the search, i.e., that the person subjectively expected it would be private and that this expectation was objectively reasonable...Whether the claimant had a reasonable expectation of privacy must be assessed in 'the totality of the circumstances'...This approach applies to determining whether there is a reasonable expectation of privacy in a given text message conversation” (at paragraph 10). The Supreme Court held that to in considering “the totality of the circumstances”, four “lines of inquiry” must be assessed (at paragraph 11):

1. What was the subject matter of the alleged search?
2. Did the claimant have a direct interest in the subject matter?
3. Did the claimant have a subjective expectation of privacy in the subject matter?
4. If so, was the claimant's subjective expectation of privacy objectively reasonable?

The Supreme Court held that it is only when the “the answer to the fourth question is 'yes' — that is, if the claimant's subjective expectation of privacy was objectively reasonable — will the claimant have standing to assert his s. 8 right” (at paragraph 12).

The Supreme Court concluded that the accused had standing to challenge the evidence obtained from W's iPhone (at paragraph 55);

I conclude that in this case, Mr. Marakah had standing under s. 8 of the *Charter*. This is not to say, however, that every communication occurring through an electronic medium will attract a reasonable expectation of privacy and hence grant an accused standing to make arguments regarding s. 8 protection. This case does not concern, for example, messages posted on social media, conversations occurring in crowded Internet chat rooms, or comments posted on online message boards. On the facts of this case, Mr. Marakah had a reasonable expectation of privacy in the electronic conversation accessed through Mr. Winchester's device; different facts may well lead to a different result.

## Section 24(2) of the Charter:

The Crown conceded that if the accused had standing, a breach of section 8 had been established. The Supreme Court concluded that the evidence obtained from the search should be excluded (at paragraphs 72 and 73):

As the Court recognized in *Grant*, at para. 84, “while the public has a heightened interest in seeing a determination on the merits where the offence charged is serious, it also has a vital interest in having a justice system that is above reproach, particularly where the penal stakes for the accused are high”. Though the exclusion of the evidence would eviscerate the Crown's case against Mr. Marakah on serious charges, “[i]t is . . . important not to allow . . .





society's interest in adjudicating a case on its merits to trump all other considerations, particularly where . . . the impugned conduct was serious and worked a substantial impact on the appellant's [Charter](#) right": *Paterson*, at para. 56.

That is this case. On balance, I conclude that the admission of the evidence would bring the administration of justice into disrepute. It must therefore be excluded under [s. 24\(2\)](#) of the [Charter](#).

(2) In *R. v. Jones*, 2017 SCC 60, December 8, 2017, the accused was charged with a number of firearm and drug trafficking offences. The Crown sought to introduce records of text messages seized by the police from his co-accused's account pursuant to a production order. The Crown argued that the accused had sent the text messages.

The accused applied to have the text messages excluded. He argued "that law enforcement must obtain a 'wiretap' authorization under Part VI of the *Code* to seize records of historical text messages from a service provider in order for the seizure to comply with s. 8 of the *Charter*."

The trial judge held that the accused lacked standing to challenge the validity of production order under section 8 of the *Charter*. The evidence was admitted and the accused convicted. The Ontario Court of Appeal upheld the convictions. The accused appealed to the Supreme Court of Canada.

The appeal was dismissed. The Supreme Court of Canada held that the accused's section 8 "rights were not breached because records of historical text messages were lawfully seized by means of a production order under s. 487.012 of the *Code* (now s. 487.014)" (at paragraph 9).

The Supreme Court indicated that the appeal raised three questions:

First, at his s. 8 *Charter* application, was the appellant entitled to rely on the Crown's theory that he authored the Text Messages in order to establish his subjective expectation of privacy in them? Second, if so, was the appellant's subjective expectation of privacy objectively reasonable such that he has standing to make his s. 8 claim? And third, did the Production Order provide lawful authority for seizing records of historical text messages located in the hands of a service provider?

### **Did the Accused Have Standing to Challenge the Production Order?**

The Supreme held that "an accused mounting a s. 8 claim may ask the court to assume as true any fact that the Crown has alleged or will allege in the prosecution against him in lieu of tendering evidence probative of those same facts in the *voir dire*. In this case, Mr. Jones should have been permitted to rely on the Crown allegation that he authored the Text Messages, and his subjective expectation of privacy in the subject matter of the search is accordingly established. Further, it is objectively reasonable for the sender of a text message to expect that a service provider will maintain privacy over the records of his or her text messages stored in its infrastructure" (at paragraph 9).

The Supreme Court also held that the accused "subjectively expected privacy in records of his electronic conversation found in the service provider's infrastructure. As the Court of Appeal correctly noted, text messages are private communications. This is not in dispute. Further, as the application judge found, Mr. Jones

and his co-accused used third-party names so as to 'avoid detection or association with' the Text Messages...This suggests they intended their communications to remain private. Accordingly, we may infer that Mr. Jones had a subjective expectation of privacy in the subject matter of the search" (at paragraph 34).

### **Was the Accused's Subjective Expectation of Privacy Objectively Reasonable?**

The Supreme Court held that it "was reasonable" for the accused "to expect that the Text Messages he sent would not be shared by a service provider with any parties other than the intended recipient. And...neither the absence of a contractual policy, nor the fact that the Production Order targeted a third party deprive him of that protection" (at paragraph 37).

### **Can Historical Text Messages Lawfully Be Seized by Means of a Production Order?**

The Supreme pointed out that since "the parties agree that text messages are private communications protected by Part VI, the question of statutory interpretation this Court must resolve is whether the word 'intercept' in s. 183 of the *Code* encompasses the production or seizure of historical text messages held by a service provider. To be clear, the term 'historical text messages' denotes text messages that have been sent and received (or are no longer capable of reception), not text messages that are in the transmission process. It is only historical text messages — and not those in the transmission process — that are at issue in this appeal" (at paragraph 57).

The Supreme Court concluded that the police did not require a Part VI authorization. The "police may lawfully obtain the contents of historical text messages by means of a production order under s. 487.014 of the *Code*" (at paragraph 59). The Court held that "on its plain meaning, interception suggests a prospective concept of authorization relating to communications not yet in existence. The word 'intercept' denotes an interference between the sender and recipient in the course of the communication process" (at paragraph 59). However, the Supreme Court also indicated that production orders must be "carefully circumscribed to ensure that authorized police techniques comply with s. 184(1)" (at paragraphs 80 and 81):

Production orders must therefore be carefully circumscribed to ensure that authorized police techniques comply with s. 184(1). A production order must not authorize, or potentially authorize, the production of any text messages that are either not yet in existence or are still capable of delivery at the time the order is issued. This should be clear from the face of the order. Where the technique at issue is an intercept within the meaning of s. 184(1), then the application is properly rejected and a Part VI authorization must be obtained. A production order should not be used to sidestep the more stringent Part VI authorization requirements.

In this case, however, a Part VI authorization was unnecessary because the police did not seek an order authorizing the prospective production of future text messages. Nor is there any evidence before this Court that the Production Order resulted in the production of text messages that were still in the transmission process. Accordingly, the search and seizure of Mr. Jones' text messages were properly authorized by the production order provision in s. 487.012 of the *Code* (now s. 487.014), and did not breach Mr. Jones's s. 8 *Charter* right.





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