



# *The Notebook*

Winter 2018

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)





# *The Notebook*



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# *From the Desk of* **The Editor**

Welcome to the 2018 Fall/Winter edition of the AWLE Notebook.

There have been some exciting developments with our organization over the last few years. The expansion of a social media side to AWLE is helping to bring the organization to the forefront for many Law Enforcement agencies and its members. It allows for quick access to each other, contacts, sharing articles of interest with each other as well as the laughs, that are often much needed while conducting our duties. The most positive side effect of such growth in awareness is the increase in our membership numbers. Last year we were just shy of 200 members for 2018 and for 2019 with a strong push to join being done via social media, the website and by word of mouth supplemented with the positive feedback about the exceptional line up of speakers we have secured over the past number of conferences, the current membership number is now over 200.

As change is affecting our organization and our membership it is also going to impact our Executive Board. Many members of our current Board have represented AWLE for many years and have decided they will be moving on in 2019. The positions will be vacated at our next conference and nominations are being sought for President, Vice President, Treasurer and Secretary. The responsibilities and duties for each of these positions is included in this issue and we ask that you give serious consideration to putting your name forward for a position on the Board. If interested, feel free to connect with anyone on the current Board for advice, information on the expectations and/or commitment or for any other questions you may have.



In this issue you will find information on the winners of the 2018 AWLE Awards of Excellence who were recognized at the Conference in Moncton. These law enforcement officers were very well deserving of the awards in their respective categories. They should be very proud of their commitment to their law enforcement agencies and to their communities. The Notebook was originally designed as a means of highlighting the achievements of the recipients of the AWLE awards to the law enforcement community at large and to spread some good news stories. The ability to create a piece of work that highlights the accomplishments of amazing women and congratulate them on a job well done is one of the positive aspects of the written word. We may share lots of information via many media sources but being able to open a Notebook and reflect, reminisce and smile over articles that showcase the growth and achievement of some of our members is priceless. I hope you continue to enjoy the articles contained within the pages and choose to submit some content in future.

Until next time, stay safe,  
Sharon



## Report From

# The President

### 2018-2019 Fall/Winter President's Report

Happy Holidays and welcome to a New Year of Atlantic Women in Law Enforcement!

Thank you to our new and returning members; without your support AWLE wouldn't be able to continue to grow and continue to offer valuable law enforcement training in Atlantic Canada.

We have just had a very successful 26<sup>th</sup> Annual Training Conference in Moncton, New Brunswick with one of our highest registrant records to date. Thank you to the hard work of our conference co-chairs Chantal Ouellette and Chantal Farrah, J Division RCMP and their organizing committee. The Conference theme was "**Lead-*Her*-Ship From Within; Explore your Influence**". Conference attendees spent time listening to lessons in leadership from RCMP Commissioner Bev Busson (Ret), RCMP Supt. Lucie Dubois, CBSA Director Gina Kennedy and Insp. Cathy Bawden of Durham Regional Police. There were presentations on health and wellness including a lively presentation from 8<sup>th</sup> time Canadian Long Drive Champion Lisa "Longball" Vlooswyk and complimentary morning yoga. There were other informative presentations from Axon's Lance Valcour and J Division RCMP investigators on graffiti and major case files to name a few.

The Conference also included a moment of silence at the RCMP Monument where we paid respects to our fallen members. This was followed by a beautiful group photo you can view on our website at [www.awle.org](http://www.awle.org)

At our Annual Awards Banquet was held on the evening on November 8<sup>th</sup> at the Crowne Plaza Hotel. I would like to congratulate all of our 2018 Award winners who truly exemplify the amazing work being done here in Atlantic Canada. Please take the time to read about their awards and work further in this issue. The Conference Committee also presented a donation cheque for funds raised to support the



New Brunswick Special Olympics and Law Enforcement Torch Run.

I would like to congratulate Cst. Kelly McIntyre of Kennebecasis Regional Police our 2017 Officer of the Year who went on to win the International Association of Women 2018 Police Officer of the Year. The award was presented at the IAWP Conference in Calgary, Alberta this past August.

I am also happy to announce our 27<sup>th</sup> Annual AWLE Training Conference will be hosted by the Royal Newfoundland Constabulary in St. John's, Newfoundland October 15-18, 2019. Visit our website regularly for more updates.

**Join our Executive Team!** At our 2019 Conference we will also have elections for the following AWLE Executive positions: President, Vice President, Secretary and Treasurer. Please contact any of our Executive members for more information.

Carolyn Nichols  
AWLE President

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Follow me on Twitter @AWLEPresident



# Introducing the new IAWP Region 11 Coordinator

Lindsay Williamson

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**L**indsay is a Constable with the Royal Canadian Mounted Police. She graduated from depot in July of 2010 and was posted to Viking, Alberta where she spent four years in a four member detachment working General Duty. In the summer of 2014, Lindsay transferred to Ottawa as a member of the Musical Ride where she spent the following two summers performing across Canada, in Massachusetts as well as for her Majesty Queen Elizabeth's 90th birthday Celebration at Windsor Castle in England. Constable Williamson is currently posted to the National Child Exploitation Coordination Centre in Ottawa.

Lindsay has participated in two IAWP conferences (Newfoundland and Manitoba) and is looking forward to many more down the road.

On a personal level, Lindsay obtained an undergraduate degree (Honours Bachelor of Arts, double major in Criminology and Health Studies) from the University of Toronto (2008) and just this past September completed a Masters Degree in Integrated Studies (with a focus on Work, Organization and Leadership) through Athabasca University.

Constable Williamson is married and the mother of a lovely one year old girl. This police family loves travelling the world, meeting new people, riding their motorcycles and staying active.

Lindsay is looking forward to being your Region 11 Coordinator.





# ***Motivating and Inspiring***

Chantal Farrah Co-Chair of 2019 AWLE Conference/ Louanne McQuaid AWLE Media Relations Officer



The Atlantic Women in Law Enforcement (AWLE) 26th annual training conference was held in Moncton, N.B. from November 6<sup>th</sup> to 9<sup>th</sup>, 2018. During the training conference approximately 200 women from 33 different law enforcement agencies located East of Ontario were in attendance. The theme of the conference was “LEAD-HER-SHIP from within; Explore your Influence.” and was hosted by J Div. RCMP. The Co-Chairs for the conference were Chantal Farrah and Chantal Ouellette. Dustine Rodier was one of the original Co Chairs but unfortunately was transferred before she could see all the work she had done come to fruition.

The keynote speaker was Senator Beverly Busson, retired RCMP Commissioner, who captivated the audience with her wisdom on leadership, sharing of the challenges she encountered early career plus providing insight into the evolution and change in the area of policing in Canada today. International Canadian Long Drive Champion Lisa “long ball” Vlooswyk was a keynote speaker that brought charisma, energy and engagement to conference attendees while facilitating a discussion on drive, determination, leadership, risk taking and supporting women in traditionally male dominated working fields.

Mireille Allain and Sherry Dryden both from J Div. RCMP, spoke on Leading Wellness in a policing culture. Inspector Cathy Bawden from Durham Regional Police Service spoke on Equity, Diversity and Inclusion. Cathy has faced many personal and professional obstacles and has used each experience as a course of learning

and inspiration to champion diversity, inclusion and equity efforts in the workplace. A/Supt. Pauline Gray of Toronto Police Services and her sister RCMP Supt. Janis Gray spoke about their career paths while serving with their respective organizations. The siblings shared their different life experiences while on their path to fulfil their dreams of being police officers. Supt Lucie Dubois from J Div. RCMP shared her experiences of being a female in policing and also of her experiences in completing an overseas Mission. She spoke of the opportunities to see a world vastly different than our own and the impact that mission work has on the people and communities they assist as well as the officers themselves. Christine Trickett and the RCMP Firearms Centre Team spoke on “INNOVAcTION- incorporated with a Dragon’s Den Initiative Presentation and demo. CBSA District Director Gina Kennedy from Northwest N.B spoke on her life as a leader with CBSA and her experiences in becoming a District Director.

Cst Chris Fader who is with Codiack RCMP spoke about investigating graffiti offences. Chris has been very successful in prosecuting several prolific graffiti writers resulting in multiple charges and having thousands of dollars in restitution recovered for the victims. Chris has spoken at several national graffiti conferences and is one of few Graffiti Subject Matter Experts in Canada.

The final morning included a Wellness Corner where the attendees could get a massage and acquire ideas on how to look



after themselves while juggling their busy careers in policing and their family life. The Case Study covered the investigation into the Wayne Rattray Homicide.

The conference gave participants a venue to network with other law enforcement agencies and was a forum for each and every one to reflect on how they contribute to the success of their organization and how they can be part of and lead change.

Moncton, the 26<sup>th</sup> annual AWLE conference host, chose the Law Enforcement Torch Run as their registered charity for 2018. During the 2.5 day conference they raised a total of \$4,670.00 for the charity of choice. Thank you to every participant for being so generous!

One of the highlights at the Awards Banquet was having Special Olympian Veronique LeBlanc in attendance to share a few words



with the guests. She was also given the honour of being a J Division honorary Mountie as she is a true leader in her community and someone others look up to.



The AWLE Executive would like to congratulate the ladies from Moncton on a job well done.

Each year we request nominations from our region for the AWLE Awards. We have seven categories designed to capture various ways that a deserving woman in law enforcement could be recognized. During our annual conference these women and in the case of the Team Endeavour Award often their male partners are recognized for their hard work and dedication to law enforcement. This year's award winners are true demonstrators of their commitment to excellence and the brief summaries we share show a portion of what their nominees have to say.

## Bravery

**Constable Heather Ellis** is a 17-year member of the RCMP currently serving in B-Division - NL.

Constable Ellis has served in a variety of roles including Acting Corporal for a team of five constables who provided police services in over a dozen New Brunswick communities. In January 2015, while in the role of Acting Corporal, she was called out while off duty, to respond to an Uttering Threats call near Woodstock, NB. A man, described as highly paranoid from the use of drugs and alcohol, had threatened to kill his roommate. He was residing in a duplex in a densely populated community and through the investigations, it was learned that he was in possession of a 30/30 rifle with a scope and had access to ammunition. Upon arrival, Acting Cpl Ellis and another officer went to adjacent duplexes to ensure the people inside could safely leave their homes while other officers set up barricades on either side of the street. Officers had no way of communicating with the suspect, and after several hours of monitoring the situation, rumours began to spread that he had escaped. Acting Cpl Ellis and another member made their way to the suspect's duplex to determine his whereabouts, and after confirming he was still in his residence, they entered the other half of the duplex to monitor his movements. A short time later, the suspect escaped out the front door, under the cover of darkness, and made his way in the direction of one of the barricades unseen by the members positioned there. Constable Ellis relayed the information of the suspect's movements to the members at the barricades, and after confirming that the suspect was in possession of his rifle, she proceeded out of duplex to confront him. Acting Cpl Ellis ordered him to drop his weapon but he



Atlantic Women in Law Enforcement Bravery recipient – Constable Heather Ellis

disregarded her commands and raised his weapon directly at her. She fired two rounds; one of her shots was later found to have struck the suspect in his right arm. The suspect fired multiple rounds and Acting Cpl Ellis was forced to take cover. The suspect barricaded himself in another duplex and Constable Ellis maintained her position to keep watch. The suspect now had access to a telephone and he communicated to police that he was going to kill officers and himself. After several hours, the Fredericton Police Service and RCMP Emergency Response Team arrived at the scene and were able to safely extricate Acting Cpl Ellis and the other member from the duplex. The RCMP Crisis Negotiating Team and a friend of the suspect were able to safely resolve the situation.

Constable Ellis bravely risked her life to stop a dangerous armed man from harming innocent citizens and her fellow officers.





## Excellence in Performance

**Sergeant Lori Magee** has been a member of the Saint John Police Force since February of 1991. She is currently the officer in charge of the Family Protection Unit which investigates all serious domestic violence allegations, crimes involving children, adult sexual assaults and elder abuse.

Sergeant Magee demonstrates leadership skills and excellence in performance in all aspects of her law enforcement responsibilities. As the Family Protection Unit supervisor, Sergeant Magee has taken it upon herself to conduct investigations and take statements as well as registering all clients mandated to be entered on the National Sex Offender Registry for the Saint John area. She has also assumed the responsibility for the day-to-day liaison with the Department of Social Development to allow her team members to focus on their investigations. She is frequently consulted after hours regarding incidents of online luring, sexual assaults and other Family Protection Unit matters, and always answers her phone whenever it rings whether she's on the clock or not.

Sergeant Magee is also the Force's Crime Stoppers Coordinator. Another example of Sergeant Magee's work performance and leadership skills was demonstrated while she worked an overtime shift as a Patrol Supervisor in July 2018 to cover during summer vacation season. Sergeant Magee had to effectively manage and supervise multiple incidents of a significant nature that were unfolding in rapid succession including a shooting, with a victim in critical condition and with the shooter at-large, an additional 'shots



Atlantic Women in Law Enforcement Excellence in Performance Award recipient – Sergeant Lori Magee

fired' complaint, a potentially fatal assault, a report of a man jumping from a bridge, a pedestrian being struck by a vehicle in a hit and run and multiple fights in different areas of the city. Sergeant Magee ensured that all incidents were controlled. Being the professional officer that she is, Sergeant Magee remained calm and maintained her composure while providing direction to her Acting Sergeant and the other officers under her charge. Sergeant Magee's demeanour and leadership skills, set the tone for the night and positively impacted the platoon that she was leading. As always, Sergeant Magee performed well under pressure and exceeded expectations in her role as Patrol Supervisor.

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## Mentoring and Coaching

**Constable Lindsay Dillon** has been a member of the Royal Newfoundland Constabulary for 14 years, the last four assigned to the Intimate Partner Violence Unit (IPVU) which is attached to Major Crime in the Criminal Investigation Division.

Constable Dillon is a role model to other female officers within the RNC. As a mother of three daughters, she shows other female officers that a balance can be achieved between being a mother and a strong effective police officer. She leads by example through her tenacity and high work ethic; bringing all her skills and experience to each investigation. Her knowledge and training in this particular field of policing makes her unique, and she acts as an important mentor to her fellow officers, to civilian staff, community members as well as to stakeholders.

Constable Dillon provides training to officers, presents to community partners, and sits on IPV related committees as well as carrying out the everyday mandate of the unit.

When Constable Dillon started in the IPV unit, it was in its infancy and required an officer to take ownership. Constable Dillon became an advocate for intimate partner violence and was the driving force behind the unit expanding. She assisted in the development and delivery of an Intimate Partner Violence workshop that was provided to all first responders on the North East Avalon and the training continues to be delivered as requested.



Atlantic Women in Law Enforcement Mentoring and Coaching recipient - Constable Lindsay Dillon.

As the IPV unit continued to grow there was increased demand for the unit's services, and in 2018 the Chief of Police asked Constable Dillon to develop and deliver an IPV workshop for community partners comprising of various women's advocacy groups. The workshop was very successful and brought the police agency closer to these groups in a positive way.

Constable Dillon also presents yearly at Memorial University School of Medicine on IPV issues and she is currently assisting with the





development of policies on police response to sex trade workers – keeping communities safe while protecting women in the sex industry who are vulnerable.

Constable Dillon enjoys her position in IPVU as she is committed to working towards ending violence against victims, especially women. Constable Dillon wants to raise her children in a world where everyone is equal regardless of race, gender or sexual orientation; a world without fear of humiliation, degradation and violence.

#### Development of Programs or Policies favorable to Women

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## Community Service

**Constable Cheryl Ponee** has over 20 years of service with the RCMP in Nova Scotia, and is currently assigned as the School Safety Resource Officer in Bridgetown.

Prior to that, Constable Ponee was the School Safety Resource Officer at the Enfield Detachment for eight years. Her two-year assignment was extended every year at the request of East Hants management due to the relationships she had built and the leadership she displayed. Constable Ponee personifies the best of what it means to be a woman in policing, juggling a busy personal life with her policing duties and consistently putting in time outside of her regular hours. She is an extremely hard working, energetic, enthusiastic and positive police officer who possesses exceptional leadership skills. She is passionate about policing, making the schools and community a safer place and she strives to get involved in the community wherever she works.

A few highlights of her stellar career in Enfield include creating and delivering safety programs and presentations, both in the schools and the community, on issues impacting youth such as bullying, drugs and sexting; supporting school breakfast programs by teaching fitness classes in the community and donating the Sobeys gift cards she requested in lieu of payment to the schools; and teaching Zumba classes at the schools and in the community where she not only put her students through their paces but also discussed public safety issues and



Atlantic Women in Law Enforcement Community Service recipient – Constable Cheryl Ponee.

crime prevention.

Since arriving at the Bridgetown RCMP detachment in June 2018 as School Safety Resource Officer, she has already established positive relationships with the schools, youth, community groups and women in fitness. Constable Ponee's conscientiousness, dedication, flexibility and involvement in the community are exceptional. Her efforts to serve the community and bridge the gap between youth and the police have made her a role model for youth, and a without a doubt, made her communities safer.





Atlantic Women in Law Enforcement Officer of the Year recipient  
- Constable Tammy Madden

## Officer of the Year

**Constable Tammy Madden** serves in the Major Crime Unit of the Royal Newfoundland Constabulary (RNC) Criminal Investigation Division.

In her role as an Investigator with the Major Crime Unit, Constable Madden has been involved in many major investigations and she is routinely called upon to assist in complex investigations that are being completed within the Criminal Investigation Division. Within the past nine months, Constable Madden has been the primary investigator on both a homicide investigation and a complex attempted murder investigation where four people were charged. In both of these files, she has demonstrated true leadership in controlling the speed, flow and direction of the investigation. She is both compassionate and professional with victims, offering when necessary, the support and resources they require. In addition to her role as a Major Crime Investigator, Constable Madden continues to assist and mentor the officers in the Intimate Partner Violence Unit, where she served prior to joining the Major Crime Unit. She is a key component of the entire Criminal Investigation Division, not just the Major Crime Unit.

Since 2009, Constable Madden has been a volunteer executive member of the Law Enforcement Torch Run Newfoundland and Labrador (LETR). LETR raises awareness and funds for the Special Olympics movement worldwide. She is passionate, dependable and has a natural rapport with the Special Olympians.

Constable Madden continuously demonstrates true professionalism and dedication to both the police officers she works with and the public she serves. She brings positive energy, leadership and thoroughness in all that she does. She is a police officer that any supervisor would enjoy having under their command.



Atlantic Women in Law Enforcement Leadership recipient  
– Corporal Marie-Eve Gingras

## Leadership

**Corporal Marie-Eve Gingras** has completed twelve years of service with the RCMP. She has served in Saskatchewan, Nunavut and is currently assigned to New Brunswick in the Northeast Major Crime Unit in Bathurst.

Corporal Gingras is responsible for developing, leading and mentoring members of her team as well as ensuring training needs are met and management practices are being followed. Cpl Gingras is also responsible for providing high level investigative services in all parts of the Province for major cases such as homicides, attempted murders, suspicious deaths and other types of complex investigations mandated to the Major Crime Unit.

Cpl Gingras continuously strives for success and leads by example. She excels as an investigator who is very meticulous, thorough and extremely organized. She is a very dedicated, reliable and conscientious member who shows up for work with enthusiasm, positivity and motivation. Her attitude is infectious and her work ethic is a pace setter. She has also demonstrated her leadership skills as a decision maker who is confident in her abilities, but also knows her limitations. She has been involved in several high profile and very complex investigations while serving in the "V" Division MCU and now in "J" Division MCU.

In December 2015, Cpl Gingras was assigned as primary investigator on the murder of Baylee Wylie in Moncton, NB. This was a high-profile investigation where she was able to coordinate and direct the investigation in a professional and diligent manner. This was a fast pace and complex investigation which required a number of different units and outside partners. Over a period of several days, she coordinated resources for surveillance, interviews of the three suspects, crime scene examination(s), exhibit management, autopsy and undercover operations. Cpl Gingras successfully led the





investigation and the subsequent long and arduous court proceedings which resulted in the two main accused pleading guilty to manslaughter.

In June 2016, Cpl Gingras was selected to be the Team Commander on a Joint Force Operation (JFO) which demonstrates the trust her line officer has, in her ability to manage individuals from different organizations. This was a very demanding and challenging assignment as it required her to lead, direct and supervise a command triangle composed of police officers from three different police forces as well as a number of investigators assigned to the integrated project. She demonstrated strong planning and organizational skills as well as excellent communication while she was responsible to plan and coordinate the arrest of two suspects in New Brunswick. She also planned the arrest and interview of the

main suspect in another Province. The project ended in February 2018 at which time Cpl Gingras prepared a very detailed crown brief which was presented to the Crown in June 2018 for charge approval review (Still under Crown review as of 2018-09-20).

While working intensively on the JFO murder investigation, Cpl Gingras continued to manage performance evaluations and learning plans for the members under her supervision. One of Cpl Gingras' strong traits as a leader is her planning and organizational skills. She is not afraid to be "hands on" and work alongside members monitoring closely, ongoing projects and investigations, providing support and assistance when required by discussing avenues of investigations with the goal of a successful conclusion. Cpl Gingras is a great leader who is dedicated to her work, respectful towards others, is a positive role model for her colleagues and has a great work ethic.

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## Team Endeavors

**Constable Shawna Doiron** has been a member of the Saint John Police Force since October 2009. She is currently assigned to the Family Protection Unit.

**Constable Christopher McCutcheon** has been a member of the Saint John Police Force since January 2011 and is currently assigned to the Major Crime Unit.

Constable Doiron and Constable McCutcheon were jointly tasked to work on a significant and complicated threats and harassment file which is currently before the Courts.

In April 2016, the Saint John Police Force received a service call from a young woman who reported that her Facebook account had been hacked, after which the hacker sent nasty messages to her friends under her name. The victim deleted the account and generated a new account. The victim then received messages from an unknown male claiming responsibility for the messages who said he would stop; this however, was just the beginning of a nightmare for the young woman which included the victim's vehicle being randomly vandalized, the suspect creating a profile under the victim's name and posting a picture on a pornographic sex trade website and numerous death threats to the victim, her boyfriend and friends. The suspect knew where the victim lived, where she worked and her work schedule. The victim felt there was no place where she would be safe. This was not just a case of cyber identity theft or hijacking of social media accounts, but rather a case whereby a victim was being completely terrorized.

Neither Constable Doiron nor Constable McCutcheon had backgrounds in Information Technology (IT) or had police-related IT training. Constable Doiron and Constable McCutcheon had to learn how to investigate this cybercrime. They were self-taught and acquired information from the City of Saint John's IT support team, executives at telephone companies, other professionals in the IT field as well as social media and Facebook staff. Most officers would have, and justifiably so, said they were not capable of this level of investigation and would have sent information to the RCMP Technological Crimes Unit for investigation. Although Constable Doiron and Constable McCutcheon disclosed their lack of IT experience and training, both officers were not challenged in Court because their work had been so well documented and thoroughly completed.

Without a doubt, Constable Doiron and Constable McCutcheon's diligence, dedication and determination to bring closure and a sense of safety and peace to a victim resulted in the identification and apprehension of the suspect in this matter.



Atlantic Women in Law Enforcement Team Endeavors recipients, Cst. Shawna Doiron and Cst. Chris McCutcheon

Chantal Farrah Co Chair of 2019 AWLE Conference/ Louanne McQuaid AWLE Media Relations Officer



# Atlantic Women in Law Enforcement Fitness Awareness

At our 26th Annual AWLE Training Conference AWLE members were given an AWLE Wellness Buff. The buff is a part of our challenge to our AWLE members to be active or to get active and to share those activities that bring you happiness. We encourage members to display and/or wear their buff doing the things they enjoy or to take their buffs on adventures with them and then share those pictures via our Social Media accounts.

The career of Law Enforcement is a challenging one which is why we all know that it is important to take time for yourself. There are a number of ways that we choose to do this and one of those is to be active. Whether you enjoy running, walking, swimming, playing sports, hiking or skiing we are asking that you share those activities with the membership. We know that AWLE members are looking after themselves and others in various ways and we are asking that you post photos of yourselves wearing the AWLE buff while carrying out those activities on our Facebook page with the hashtag #awlewellnessbuff. As an added incentive, every photo that is posted on our Atlantic Women in Law Enforcement Facebook page with the hashtag #awlewellnessbuff, will give you an entry for a free registration to our 27th Annual AWLE Training Conference which is being held in St. John's, Newfoundland from October 15 to October 19, 2019. The draw for the free registration will be made on June 15, 2019.



If you're looking for added motivation, take on the **AWLE Spell Your Name Workout** challenge provided by AWLE member Cst. Trish Kennedy. Trish is displaying the details of the challenge in the photo below. Trish says "this is a true passion of mine and nothing better than trying to encourage women to challenge themselves". So come on AWLE members, get your buff on!!!



## AWLE Fitness in Leadership award

Congratulations to Cadet Mallory Metallic who was the recipient of this year's Atlantic Women in Law Enforcement Top Female Cadet Fitness in Leadership Award at the Atlantic Police Academy (APA). The award was presented by our AWLE Awards Coordinator Carol Campbell-Waugh during the APA Regimental Dinner on the evening of August 29, 2018. Mallory is now a Constable with the Mi'gmaq Nation Listuguj Police.

Congratulations Mallory! We wish you all the best in your career.





# Halifax Regional Municipality

## Advertisement Content Chief of Police

Halifax Regional Municipality (HRM) is home to almost half a million residents and is the economic, financial, educational, social and cultural centre for the Maritime region. A vibrant seaport city famous for its warm and welcoming Maritime hospitality and a reputation as one of Canada's preferred destinations, Halifax has been named as one of the "Top 10 Global Destinations on the Rise" by *TripAdvisor's* 2018 Travellers' Choice Awards and one of the Friendliest Cities in the World by *Condé Nast Traveler* in 2017. HRM strives to provide its citizens with the best quality of life in a healthy, sustainable, vibrant community at work, play and every day.



Responsible for policing the urban core of this great, diverse municipality, Halifax Regional Police (HRP) has a proud history of 250 years of commitment to the community and collaborates effectively with the RCMP Halifax District to enhance public safety for all HRM residents. Now, HRM is searching for a **Chief of Police** who will inspire the trust and confidence of the regional police service and the community and serve as a champion for public safety.

Reporting to the Board of Police Commissioners and HRM's Chief Administrative Officer, as the Chief of Police you will energize, motivate and lead a complex organization of over 800 staff including approximately; 530 uniformed officers, 180 civilian staff, 170 school crossing guards and 150 volunteers. You will champion and role model a culture of respect, accountability, engagement, inclusion, empowerment, high performance and continuous improvement. You will respect and value the unique diversity of HRM's communities and work hand-in-hand with those communities to prevent crime, advance safety and foster trust. You will build upon highly effective working relationships with the RCMP Halifax District to further enhance HRM's integrated policing model. You will work closely with the Police Commission and your senior officers in the development of a strategic policing plan to support long term objectives while effectively stewarding the HRP budget. You will act as an effective spokesperson, building strong relationships and advancing the reputation of HRP locally, nationally and internationally. In all that you do, you will maintain the highest standards of integrity and professionalism, leading by example to inspire excellence and accountability across HRP.

As the ideal candidate, you are an experienced and accomplished law enforcement leader with a demonstrated record of effective hands-on service and a commitment to excellence in policing. A strategic leader with a high level of social awareness and cultural competence, you ensure that the needs of the community are at the foundation of all that you do. You will have a significant and demonstrated background in community engagement and community-based contributions along with training in public and media relations. You are experienced in budget management and have demonstrated success managing an efficient and highly effective operation. An inspirational leader of people, with a high degree of integrity you will champion an inclusive working environment conducive to positive morale, quality, creativity and teamwork while encouraging and proactively contributing to diversity of thought and identity across HRP, thereby contributing to a better and more effective police organization.

*HRM encourages applications from qualified African Nova Scotians, racially visible persons, women, persons with disabilities and Aboriginal persons. HRM encourages applicants to self-identify.*

If you're interested in this opportunity, please contact Erica Armstrong, Andrea Forbes-Hurley, or Laura Godsoe at 1-866-822-6022, or submit your application online at: [www.kbrs.ca/Career/12599](http://www.kbrs.ca/Career/12599)



# Join our AWLE Executive Team

The following positions are up for election at our Annual General Meeting to be held at our 27<sup>th</sup> Annual AWLE Conference on Thursday October 17, 2019:

## AWLE President

The President shall be the chief executive and operating officer of the Corporation and, subject to the authority of the Board shall have general supervision of the business of the Corporation, and shall without limiting the generality of the foregoing:

- (1) Preside at all meetings of the Board or committees of the Board.
- (2) Appoint standing committees and special committees.
- (3) Act as member ex-officio of all committees.
- (4) Coordinate committees.
- (5) Submit articles to the editor of the Corporation's official publication, *The Notebook*.
- (6) *Submit articles to the webmaster of the Corporation's official website, [www.awle.org](http://www.awle.org), and ensure accuracy of website content.*
- (7) Coordinate award nomination procedure including soliciting nominations from law enforcement agencies, in the Atlantic provinces, providing nomination packages to the Awards Coordinator, and contacting nominees and nominators after award recipients have been selected.
- (8) Preside over awards ceremony during annual conference with the Awards Coordinator.
- (9) The President, shall also be the **Professional Association Liaison**, and shall perform among other things, the following functions:
  - (a) Establish contacts and introduce the object of the Corporation to all professional law enforcement associations, unions, and affiliates within the Atlantic Provinces.
  - (b) Respond to enquiries from various sources, including members, law enforcement agencies, and International Association of Women Police.
  - (c) Submit annual spring and fall affiliate reports to the International Association of Women Police.
  - (d) Represent the Corporation at International Association of Women Police functions such as annual conferences and board meetings.
- (10) Attend all AWLE Executive Meetings and AWLE Conferences, wherever possible

The President may delegate responsibility for these duties as required.



Current Board, Left to Right

Back row: Sgt. Nancy Rudback HRP, Supt. Gina Walsh CBSA, Cst. Sara McElman FPF, Cst. Louanne McQuaid RCMP,

Front row: Insp. Sharon Warren RNC, S/Sgt. Carolyn Nichols HRP, Insp. Suzanne Bill RNC





## AWLE Vice President

- (1) The Vice-President, if any, shall have all of the power and authority, and shall perform all of the duties of the President in the absence of, disability or refusal to act of the President. In addition, the Vice-President shall assist the President and the Board, as necessary, in the performance of Board duties.
- (2) Attend all AWLE Executive Meetings and AWLE Conferences, wherever possible

## AWLE Secretary

The Secretary, if any, shall perform, among other things, the following:

- (1) Maintain such books, documents and papers as the Board shall determine.
- (2) Attend and keep detailed minutes of all meetings of the Board and members and prepare board Meeting Agendas.
- (3) (a) Transcribe minutes and send copies to all members of the board within 30 days after the meeting.  
(b) Create task lists that require actioning of the board members from meetings and forward to all members of the board within 30 days after the meeting.
- (4) Receive correspondence and other materials for the Corporation and maintain them in orderly files. Respond to correspondence as requested by the President and/or Board.
- (5) Assure that the records and files are available at meetings as may be needed or requested for reference. Advise the President and Board as requested during meetings.
- (6) Present minutes for approval at Members and Board meetings either in writing or as read, unless otherwise waived by a majority of the Members or of the Board, as the case may be.
- (7) Provide the Board with a complete and current listing of addresses and phone numbers of all Board and committee members and updates as necessary.
- (8) Will fulfill and perform the function as the **Historian**:
  - a. Maintain the archives of the Corporation
  - b. Compile pertinent material of interest and/or concern to the Corporation.
  - c. Upon providing a written request to the President, present material of interest, to members at meetings and conferences.
- (9) Attend all AWLE Executive Meetings and AWLE Conferences, whenever possible.

## AWLE Treasurer

The Treasurer, if any, shall perform, among other things, the following functions:

- (1) Maintain custody of all funds, property and securities of the Corporation.
- (2) Submit record to two (2) appointed trustees annually, to review and verify spending accountability of the Corporation
- (3) Endorse for collections, cheques, notes and other obligations and deposit in the bank of the Corporation.
- (4) Sign receipts, vouchers, cheques, bills of exchange and promissory notes issued by the Corporation.
- (5) Make payments as necessary on behalf of the Corporation.
- (6) Enter regularly on the books, the full and accurate account of all money received and obligations paid.
- (7) Render written annual financial statements to the Board.
- (8) Make available at all times to the Board or Members, the Corporation's books.
- (9) Submit all records immediately after leaving office.
- (10) Attend all AWLE Executive Meetings and AWLE Conferences, whenever possible

Please consider joining our Executive Team and contribute to the success of our Organization! If you have any questions about these positions or the elections please contact any member of our Executive Team.



# **Detention: Psychological vs Physical**

By: Rachel Huntsman  
Legal Counsel

## **Types of Detention**

There are two types of detention: physical and psychological. While the police can identify when a suspect is being physically detained, such as under an investigative detention, a psychological detention is not so easy to recognize. Since a person's section 10 Charter rights arise on "arrest or detention" and section 9 of the Charter protects the person from being unlawfully detained, it is important that the police know when their interactions with members of the public may be found by a Court to have created a psychological detention; an adverse ruling against the Crown that a person was psychologically detained when there were either no grounds to detain or the person had not been given their section 10 charter rights can lead to findings of Charter breaches and evidence being ruled inadmissible.

## **When does a Psychological Detention Occur?**

A psychological detention occurs when a person's interactions with the police causes them to believe that, although there is no legal obligation upon them, they are not free to leave and that they must comply with an officer's request, question or demand. The difficulty for the police arises in the fact that an officer may not know when their interactions with a person are having this coercive effect upon them. This difficulty is compounded by the fact that a court will assess the police's conduct from the perspective of the "reasonable person" and not the police officer- the test is whether the police's conduct would cause a reasonable person in the accused's circumstances to conclude that he or she was not free to go and had to comply with the police direction or demand. While the test is objective, the accused's particular circumstances and perceptions at the time are also relevant in assessing the reasonableness of any perceived power imbalance between the accused and the police.

## **A Guide for Recognizing when the Police may be creating a Psychological Detention**

The Courts have recognized that it is challenging for the police to know when a psychological detention occurs and that obviously not every encounter between the police and a citizen will amount to a detention; the mere fact that an officer speaks to a citizen does not raise the presumption of detention.

The SCC in its judgment in the case of R. v. Grant recognized that effective law enforcement is highly dependent on the co-operation of members of the public and that the police must be able to act in a manner that fosters co-operation. Section 10 of the Charter does not require that the police advise everyone at the outset of any encounter that they have no obligation to speak to the police and are entitled to legal counsel. However, there are limits to police investigative powers and certain police tactics, even with no physical restraint, may be coercive enough to effectively remove the individual's choice to walk away. When this occurs, this creates the risk that the person may feel compelled to incriminate him or herself. A psychological detention will be found to have occurred when a judge determines on all of the evidence that the individual has been deprived of the right to choose to simply walk away.

As stated, general inquiries by a police officer present no threat to freedom of choice. For example, police may come upon the scene of a crime and unknowingly question a person who is later implicated in the crime. Unbeknownst to the police, this person is at risk of self-incrimination; however this does not prevent the police from having initially questioned the person. Police are entitled to make general inquiries and question and interview witnesses; however, when the person moves from being a witness to a suspect and the questioning becomes more focused, the police need to be aware that their dealings with this person could later be construed as having created a psychological detention.

In the case of R. v. Grant, the SCC provided the following guide for the Courts to consider in deciding this issue:

- i. The circumstances giving rise to the encounter as they would reasonably be perceived by the individual: whether the police were providing general assistance; maintaining general order; making general inquiries regarding a particular occurrence; or, singling out the individual for focused questioning.





- ii. The nature of the police conduct, including the language used; the use of physical contact; the place where the interaction occurred; the presence of others and the duration of the encounter.
- iii. The particular characteristics or circumstances of the individual where relevant, including age; physical stature; minority status; level of sophistication.

The case of R. v. Moran also provides a list of relevant factors to considering if a detention has occurred:

- i. The precise language used by the police officer in requesting the person who subsequently becomes the accused to come to the police station, and whether the accused was given a choice or expressed a preference that the interview be conducted at the police station, rather than at his/her home;
- ii. Whether the accused was escorted to the police station by a police officer or came him/herself in response to a police request;
- iii. Whether accused left at the conclusion of the interview or whether s/he was arrested;
- iv. The stage of the investigation, that is, whether the questioning was part of the general investigation of a crime or possible crime or whether the police had already decided that a crime had been committed and that the accused was the perpetrator or involved in its commission and the questioning was conducted for the purpose of obtaining incriminating statements from the accused;
- v. Whether the police had reasonable grounds to believe that the accused had committed the crime being investigated;
- vi. The nature of the questions asked; whether they were questions of a general nature designed to obtain information or whether the accused was confronted with evidence pointing to his/her guilt; and
- vii. The subjective belief by the accused that s/he is detained, although relevant, is not decisive, because the issue is whether the accused reasonably believed that s/he was detained. Personal circumstances relating to the accused, such as low intelligence, emotional disturbance, youth and lack of sophistication are circumstances to be considered in determining whether the accused had a subjective belief that s/he was detained.

### **Breaking the Psychological Detention**

If an Officer is uncertain as to whether his or her conduct will be found to have psychologically detained a person, the Officer can either:

1. Decide if there are reasonable grounds to arrest or reasonable grounds to detain the person under an investigative detention. If the grounds exist, tell the suspect that they are under arrest or detention and give section 10 Charter rights.
2. If there are no grounds for arrest or detention and the officer wants to continue questioning the person, break the detention by clearly telling the person that they are free to go and they do not have to answer your questions. The officer should create a physical space between him/herself and the person. If the officer is in an enclosed setting such as an interview room or a police car, tell the person that the door is not locked and that they are free to leave. By taking these steps, it will be very difficult for the person to later claim that they had no choice but to stay and answer the questions.

### **Interviewing Persons of Interest**

A police officer involved in an investigation may interview any number of people who may be considered to be “a person of interest” but who are not a suspect. When questioning persons of interest, the police must remain cognizant that their interactions with the person cannot later be construed as being coercive or intimidating. Questioning must be conducted in such a way that this person (whose status may later change to that of an “accused”) cannot later claim they felt that they were psychologically detained. See the case of R. v. Moran above.



### Interviewing Witnesses who during the Course of the Interview become a Suspect

When interviewing a witness, the police may obtain information that gives the police reasonable grounds to suspect or believe that the person is involved in the crime being investigated. This information may come from the witness himself or from a third party. Even though the police may not intend to arrest this witness now turned suspect, the police should suspend the interview and give the person his or her Section 10 right to counsel at the point at the point that the person's status changed from witness to suspect.

### Examples of Some Findings by the Court on Detention

R. v. Johns (1998) 123 CCC (3d) 190 (Ont. CA): Police investigating the accused invited him to the police station. He said he'd rather stay home; however, he goes with police officers, who had reason to suspect him. Accused testified that he felt detained. Appeal Court agrees.

R. v. Voss (1989) 50 CCC (3d) 58 (Ont. CA): Police investigating sudden death of a woman invite her husband to the police station and ask ever more pointed questions. Accused said he felt detained. Appeal Court agreed.

R. v. Grant (2009 SCC 32): The Court finds that when three officers stopped a pedestrian for questioning and told him to show his hands and asked him if he had ever been arrested, they created a situation in which he reasonably believed that he could not walk away and that this amounted to a psychological detention.

R. v. Rajaratnam 2006 ABCA 333 (Alta CA): Questions of a traveler at a bus depot and a request to see his ticket and identification were not a detention particularly because the officer told the traveler that he was not detained.

R. v. Smith 2013 NLTD: Police conducted stop of truck under Highway Traffic Act — Accused was passenger in truck — Officer detected smell of what he thought was marihuana, and observed duffel bag located partially on accused's lap and center console and briefcase on the floor — CPIC search indicated driver was known to be in drug trade — Officer issued tickets to driver and informed driver and accused he was now initiating drug investigation — Accused was arrested — From stop to arrest was 43 minutes — Accused was charged with possession for purpose of trafficking cannabis resin, possession for purpose of trafficking cannabis (marihuana), possession for purpose of trafficking amphetamine, and breach of undertaking — Accused brought application for exclusion of evidence — Application dismissed — Accused's rights under s. 9 of Canadian Charter of Rights and Freedoms were not infringed — Stop of motor vehicle was valid — Accused did not come under direction of officer until he was told to exit vehicle, and only at that point both physical and psychological detention were evident — Officer articulated reasonable grounds to suspect illegal drugs were being transported aboard truck — When drugs were found, officer had objectively reasonable grounds to arrest accused and driver.

R. v. Stewart 2013 NLTD: Police received complaint that accused touched complainant — Officer told accused that police wanted to talk to him as he was suspect — Officer also told accused he was not arresting or detaining him and that he was free to leave any time — Officer read standard police caution to inform accused that he did not have to speak to him at all — Officer did not arrest accused because he had concerns about complainant's reliability — Interview ended after 33 minutes when accused got up and said he wanted to leave and officer escorted him to front of building — Officer decided accused had admitted enough during interview to support charge, and he arrested him — He then read police caution and, for first time, informed accused of his right to counsel —

Accused was charged with sexual assault and touching person younger than 14 — Accused applied to exclude cautioned statement that he gave to police officer on basis that officer detained him during interview and did not advise him of his right under s. 10(b) of Canadian Charter of Rights and Freedoms to retain and instruct counsel without delay — Application dismissed — Statement admitted — Officer neither arrested or detained accused and he did not have to advise him of his right to counsel

R. v. Giulioni 2011 NLTD 117: Accused driver and passenger were stopped for speeding — Officer allowed accused to proceed with warning — Officer was suspicious of criminal activity because car was rented and from out of province, accused had no fixed plans, luggage in back seat, and accessible cooler and food — Driver agreed to answer further questions and to sign consent form to search car — Second officer arrived and arrested passenger after detecting strong smell of raw marijuana — Driver was also then arrested, car was searched, and 25 pounds of marijuana was found in trunk — At trial, accused applied to exclude evidence — Application dismissed — Accused were not arbitrarily detained — Follow-up questioning was voluntary and accused was informed he could leave — Questioning arose from officer's suspicions but did not occur in context of adversarial relationship or power imbalance — Questioning did not trigger obligation to inform accused of right to counsel.







**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:** \_\_\_\_\_

**Function/Posting:** \_\_\_\_\_

*(Feel free to attach your 'Business Card')*

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

**Full Membership** \_\_\_\_\_ **Associate (Non- Voting) Member** \_\_\_\_\_  
**\$25.00 Reg Membership fee enclosed:**

**Cheque #** \_\_\_\_\_ **Make Cheques payable to AWLE**

**Cash** \_\_\_\_\_

**etransfer to:** [membership@awle.org](mailto:membership@awle.org) \_\_\_\_\_ \*send a separate email  
message with the password and your name

**Payment Date** \_\_\_\_\_

**Co-ordinator Use only: GIFT** \_\_\_\_ **RECEIPT** \_\_\_\_

*Return form to Membership Co-ordinator:*

Supt. Gina Walsh  
6th Floor Sir Humphrey Gilbert Building  
165 Duckworth Street  
St. John's, NL A1C 1G4  
[membership@awle.org](mailto:membership@awle.org)



# Mentoring Support Training

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# Professional Development Networking Recognition



**For further  
information visit  
[www.awle.org](http://www.awle.org)  
or write to  
[membership@awle.org](mailto:membership@awle.org)**

**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.**