

COMMUNIQUE

(Newsletter of the Canadian Association for Civilian Oversight of Law Enforcement)
(L'Association Canadienne de surveillance civile du maintien de l'ordre)

Vol. 1 Issue 1

March 1996

Editor's Note

Welcome to our first **Communique**, the newsletter of the Canadian Association for Civilian Oversight of Law Enforcement (CACOLE).

I am pleased to take this opportunity to introduce myself as Editor on behalf of our newly-formed organization, and to acknowledge members of my staff who have volunteered their time and expertise: **John Yoannou**, our very able Communications Co-ordinator, and research assistants **Jill Martin** and **Anne Hosein** whose creative talents are evident in the production of this edition.

It is our intention to provide information on current and emerging issues of civilian oversight of law enforcement, while ensuring that **Communique** remains relevant to the ongoing needs of CACOLE members. I anticipate that our newsletter will be an important tool in accomplishing these aims.

This inaugural edition will update you on the work that has been done since our conference last September. We have been busy on many fronts and the work is exciting!

Please keep **Communique** in mind as you go about your work
(con't on page 2)

Secretariat's Report

BACKGROUND

The following is a summary of the developments at the First Annual Conference of CACOLE and the first Board of Directors meeting.

CACOLE CONFERENCE

The conference took place September 30 and October 1, 1995, in Victoria, British Columbia.

The invitees were limited to heads of, or employees of, civilian agencies with a legislated mandate for oversight of police in Canada. There were approximately 35 in attendance representing provincial and national agencies for police governance and oversight of police conduct. Each province was represented with the exception of Prince Edward Island. Additionally, there was representation from the Calgary and Edmonton municipal police commissions.

(con't on page 2)

con't from page 1

Editor's Note

and remember to forward issues, media articles, speeches or other information you feel could be shared with the readers.

We have provided charts of CACOLE's Board of Directors and other civilian oversight associations. I hope you find them useful in keeping in touch with your colleagues. (see page 18)

The Ontario Police Complaints Commissioner's office is in the process of developing a web page for the internet. This will also provide a link for information on CACOLE.

This newsletter is being

translated into French and members will receive copies as soon as they are available.

I welcome any comments or suggestions you may have.

You can reach me at:

Susan James
Police Complaints
Commissioner's Office
595 Bay Street
P.O. Box 23
Toronto, Ontario
M5G 2C2

TEL: 416-325-4681
FAX: 416-325-4704
INTERNET ADDRESS:
jamessu@epo.gov.on.ca

con't from page 1

Secretariat's Report

The conference succeeded in dealing with the principle pieces of business before it - to adopt a CACOLE Charter and to appoint a Board of Directors to oversee the work of the Association until the 1996 Conference. At the same time, through the debate on the Charter and through several panel presentations, guidance was given to the Board on areas for focus and developmental work, principally refining the CACOLE Charter, membership, development of a discipline digest, and clearing house functions. Each of these issues is dealt with below.

BOARD OF DIRECTORS

It had been proposed by the steering committee that the Board of Directors be comprised of six positions to be filled by persons eligible according to the provisions of the draft Charter to be regular members, and two positions to be filled by persons eligible to be associate members. Further, the steering committee had recommended that the regular member board positions each represent a particular region of the country.

Having adopted those recommendations, the following were unanimously appointed:

(con't on page 3)

con't from page 2

Secretariat's Report

Region 1	B.C., Alberta, Yukon	Frances Gordon Complaint Commissioner
Region 2	Saskatchewan, Manitoba, N.W.T.	Norman Ralph Commissioner Law Enforcement Review Agency (Man.)
Region 3	Ontario	The Honourable Gerald S. Lapkin Police Complaints Commissioner (Ont.)
Region 4	Quebec	Marvin Rotrand City Councillor City of Montreal
Region 5	New Brunswick, Nova Scotia, P.E.I., Newfoundland, and Labrador	Jean Beeler Chair Nova Scotia Police Commission
Region 6	Canada, national/federal	Bertrand Giroux Executive Director RCMP Public Complaints Commission
Director 7	Associate Member	Don Sorochan, Q.C. Vancouver, B.C.
Director 8	Associate Member	Mike Badham President Canadian Association of Police Boards

The first meeting of the new Board of Directors took place by teleconference on November 1st, 1995. The meeting was primarily concerned with reviewing the priority tasks, structuring responsible committees and naming members to those committees.

SECRETARIAT

Ontario's Police Complaints Commissioner had volunteered the services of his office to provide administrative support and coordination to CACOLE and the Board of Directors. The Conference adopted that offer. *(con't on page 4)*

con't from page 3

Secretariat's Report

A proposal for the secretariat's functions was outlined in a panel session at the Conference. The CACOLE Secretariat consists of volunteer time, labour and expertise of staff of the Ontario Police Complaints Commissioner, principally **Mark Conacher**, Executive Director, **Susan James**, Manager of Information and Research Services, and **Albert Nigro**, Director of Legal Services. The Secretariat will also be drawing on the services of others as required.

It was agreed at the first Board of Directors meeting that communication amongst Board members on CACOLE business should be channelled through the Secretariat.

CHARTER

A number of specific areas for amendment, particularly regarding membership were discussed at the Conference. Albert Nigro, Legal Director for the Ontario Police Complaints Commissioner, had been the drafter for the proposed Charter. He agreed to incorporate the changes and re-submit the revised Charter to the Board of Directors for final adoption and circulation in December.

MEMBERSHIP

The conference adopted the position that there should be three classes of membership: regular, associate and honorary. Membership in both regular and associate categories can be corporate or individual. Regular members are organizations that are established by or under law, and whose mandate is the civilian oversight of law enforcement; organizations whose membership is comprised of civilian oversight agencies and individuals associated with either type of organization.

CONFERENCE '96

The 1996 Conference, scheduled for Halifax, will be hosted by the Nova Scotia Police Commission whose Chair is **Jean Beeler**. As the conference for IACOLE is scheduled for Washington, D.C. in late September, 1996, CACOLE resolved to hold the 1996 CACOLE Conference on dates immediately before or after the IACOLE Conference in order to convenience those who wish to attend both conferences.

At its November 1 meeting, CACOLE's Board appointed **Susan James** of Ontario, and **Frances Gordon** of B.C. to assist **Jean Beeler** in conference preparation. Unlike the past two conferences which

(con't on page 5)

con't from page 4

Secretariat's Report

have focused on the establishment of CACOLE, the scope of the 1996 conference will attract a much wider representation.

BOARD OF DIRECTOR PRIORITIES: THE CACOLE COMMITTEES

The Committees which were established reflect the tasks to which the Board of Directors attached priority at its first meeting on November 1st. In addition to dealing with planning for the CACOLE Conference '96, the Board of Directors is focusing on the CACOLE Charter, the Discipline Digest, and Membership and Members Services (Clearing House, Newsletter, etc.)

LINKAGES: TO IACOLE, NACOLE & EMERGING DEMOCRACIES

There was considerable interest demonstrated in Victoria for a potential role for CACOLE in Canada's involvement in supporting emerging democracies.

A presentation at the IACOLE Conference in Vancouver the preceding week by Ms Lucie Edwards of the Department of External Affairs had underscored the critical importance of developing effective, professional, and honest policing services in such nations. She also conveyed her experience that effective and independent civilian control of police is a component of any democracy and that provision for civilian control had to be part of the foundation work when establishing or rebuilding a police service. An on-going interest of CACOLE's has been assisting emerging democracies with the establishment of civilian oversight of policing. Both Gerald Lapkin and J.P. Beaulne have met representatives from External Affairs to discuss CACOLE's role and it's body of expertise.

With respect to IACOLE and the newly formed United States National Association for Civilian Oversight of Law Enforcement (NACOLE), it was acknowledged by the Board of Directors that there should be regular sharing of information with IACOLE and NACOLE about the Canadian Association's developments and activities.

National organizations such as NACOLE and CACOLE are separate entities from IACOLE, and although there will be strong ties between them, the organizations will be operating independently of one another.

A formal communication link will be established to ensure information sharing and mutual support.

Charting CACOLE's Course

Work continues on finalizing CACOLE's charter.

The drafting of such a historic document is just one of the steps being taken to firmly establish our Canadian association. The "charter committee" of **Frances Gordon** and **Susan James** was formed following the 19th annual Symposium held in Toronto in 1994. There, delegates had voted to form CACOLE and to have a draft charter presented for the follow-up conference in Victoria the following year. **Albert Nigro** was added to the committee to lend his expertise in preparing the proposed "Victoria charter". At that symposium, delegates elected a board of directors based on the charter.

The Charter Committee proposed that membership be based on one representative for each of the six regions:

- Region #1 - British Columbia, Yukon Territories, and Alberta
- Region #2 - Saskatchewan, Manitoba and the Northwest Territories
- Region #3 - Ontario
- Region #4 - Quebec
- Region #5 - New Brunswick, Nova Scotia, PEI, Newfoundland, Labrador
- Region #6 - Federal (Canada)

The draft charter also expands the membership by providing for two associate directors - one of whom may be a police officer.

For purpose of fees, membership is to be divided into regular members and corporate regular members, as well as associate members and associate corporate members.

Regular members include civilian agencies with responsibility for oversight of law enforcement at the provincial or federal level and employees/members of said agencies.

Plans for National Digest

by Gary Yee

At the annual conference of CACOLE, on October 1, 1995, there was a panel discussion on how to establish a national digest for police cases. Since that time, a committee has been set up, a survey has been sent out and action is continuing on starting a case digest.

In these times of economic restraint, we must all find

better ways to coordinate our resources and share all kinds of information.

In January, 1996, the CACOLE Digest Committee sent a two-page survey to various public complaints tribunals, provincial police commissions, the RCMP, provincial associations of municipal police boards, and

(con't on page 7)

(con't from page 6)

Plans for National Digest

provincial associations of chiefs of police. This survey is part of the needs assessment process. The potential scope of decisions could include municipal police board decisions, internal police force decisions, procedural or motion rulings, court decisions, recommendation-type decisions, and other civilian governance decisions (for example - service or police issues, budget or labour disputes).

The three format options being considered are: the use of the Quicklaw computer research database; a private publisher and editor to produce a case digest service; or the Internet.

The survey results should be completed soon. The Digest Committee would then recommend a course of action to the CACOLE Board of Directors. It is hoped that the end result will be a digest service which is widely accessible, comprehensive, and practical to use (with indexing and keywords). Although laws and regulations are different in the many jurisdictions across the country, all of us can learn from each other with respect to appropriate standards of police conduct, and other common principles that should apply to civilian oversight of police. The case digest, along with the clearing house function of CACOLE, will help to "shrink our world" in a way which can benefit everyone.

For more information, please contact any member of the Digest Committee - **Albert Nigro** or **Susan James** (Police Complaints Commissioner, Ontario); **Gary Yee** (Board of Inquiry, Ontario); **Murray Chitra** (Ontario Civilian Commission on Police Services); **Norman Ralph** (Manitoba Law Enforcement Review Agency); **Patrick Knoll** or **Joanne Taylor-Weir** (Alberta Law Enforcement Review Board); **Supt. T.J. Quigley** (RCMP Internal Affairs).

Gary Yee is Chair of the Board of Inquiry in Toronto, Ontario.

Conference '96

The organizing committee for this fall's symposium in Halifax is doing its best to ensure that the event is not just all work!

Many of the highlights have yet to be confirmed, but the planners are intent on making use of the unique features and attractions found in that beautiful maritime city. The historical waterfront with its many museums, shops, water tours, restaurants and the new Sheraton Casino are within walking distance from either of the two hotels selected for the delegates.

(con't on page 8)

(con't from page 7)

Conference '96

The nightlife is renowned for its variety and number of lounges and traditional pubs offering every type and sound of music. The city's Public Gardens, noted for being one of the finest original formal Victorian gardens in North America, is situated right in the heart of the city. Surrounding the gardens, is one of Halifax's many shopping districts featuring sidewalk cafes and artists.

"There are so many things to do and see in Halifax, I feel as though I am writing a tourist brochure," says Pam Little, secretary to the Nova Scotia Police Commission and host agency for the conference. "Details of the agenda are still being confirmed, but it will include workshops that have track records for being useful and enjoyable." In fact, Pam asks that anyone with suggestions or topics, to please fax them to Jean Beeler as soon as possible. (902-424-3919).

The organizing committee is also working with the Department of Economic Renewal to provide an information package to the conference participants.

For details on accommodations/hotel bookings, see separate information sheet. Details on conference agenda and updated information will be sent to members as it becomes available.

A "Win-Win" Situation

by Jamie Mask

You arrive home from vacation only to discover that someone has entered your locked apartment. There is no forced entry, nothing is taken and nothing is damaged. The building superintendent tells you that he let some police officers in. What police officers? Why? After several frustrating and unsuccessful phone calls trying to obtain this information from the police, you lodge a complaint. The complaint is investigated and you receive a letter stating the police had a reason and a right to enter your apartment. They did nothing

wrong. So if no one did anything wrong, what happened?

The officers in this situation did indeed have a reason and right to enter your apartment and did not commit any acts of misconduct, but this was of no consolation to you. Had the officers left their names, a note or business card you would not have had to go through all of this.

Based on this incident, the Ontario Police Complaints Commissioner recommended to the police service that it develop a written procedure setting out a requirement for officers in

(con't on page 9)

(con't from page 8)

A "Win-Win" Situation

similar situations to leave written notice for the occupier of the premises. The problem was solved and future occurrences of this type were prevented.

Far too often we are under the assumption that all police actions are governed by some rule, regulation or directive. This is often not the case. In fact, many outdated or ineffective rules remain on the books until a complaint comes along to draw attention to them.

When the *Police Services Act* and its predecessor, the *Metropolitan Toronto Police Public Complaints Act*, were being developed, the legislators were well aware that complaints do not only arise out of misconduct. Complaints also arise out of police practices and procedures.

With this in mind, they included in the legislation what is arguably the most proactive authority to deal with public complaints. The Commissioner may make formal recommendations concerning the practices or procedures of a police service.

Since 1982, under the previous and current legislation, Commissioners have made more than a hundred formal recommendations. Close to ninety five percent have been accepted. While the effect on the number of prevented situations that could have generated complaints cannot be accurately determined, patterns on the types of complaints since received show that, for the most part, the recommendations have been effective.

What business does a civilian agency have in telling trained police officers how to do their jobs? Easy, we are in the unique position of having a window through which we see and assess those practices and procedures that may be inadequate. By identifying and acting on the inadequacies, we can assist police administrators and their governing bodies in achieving a better delivery of service.

The Commissioner is now taking this one step further. A structured procedure has been developed for identifying, assessing, researching and drafting these recommendations. The procedure was developed in consultation with police governing bodies, police associations and the public. The result is a proactive procedure that includes the input of all concerned parties. It has already led to renewed co-operation between the Commissioner's office and the police, as well as the development of a protocol with the provincial government branch responsible for policing standards and programs, for the exchange of information and the avoidance of duplication of effort.

(con't on page 10)

(con't from page 9)

A "Win-Win" Situation

While the procedure was not finalized until November 1995, the Commissioner's staff has operated under the procedure since the beginning of the year. During 1995, one hundred and fifty nine issues were identified where there existed the possible need for a recommendation. A third of them were assessed as having the potential for a formal recommendation.

What happened to the other two thirds? Well, some of them prompted the involved police services to re-visit their existing practices and procedures without the need for a formal recommendation. Other assessments revealed that the existing practices and procedures were adequate.

Either way, the complainants received the satisfaction of knowing that while their complaint did not arise from misconduct, their concerns were legitimate and treated accordingly.

For too long, the complaint system has remained adversarial with its effectiveness being measured in discipline. In Ontario, less than five percent of all complaints result in discipline. Does this mean that the other ninety-five percent of complaints are false? Not at all.

What it means is that of the remaining complaints a high percentage of them may be appropriately resolved by other means.

The Commissioner views these alternate areas of resolution as "streams". The streams include the enhanced use of the legislated authorities for investigators; they may request that a complaint not involving misconduct be classified as an inquiry; be resolved by way of an informal resolution between the complainant and subject officer; or be considered for a formal recommendation by the Commissioner.

Aside from being a complaint resolution stream, an added bonus to the recommendations process is that issues need not arise from a specific complaint. If inadequate practices or procedures are identified early, they can be addressed before the inadequacy results in a complaint.

In a system where less than five percent of complaints result in discipline and ninety-five percent of recommendations are accepted, it is clear that the recommendation process is a very effective way to resolve complaints to everyone's satisfaction.

Jamie Mask is an Investigator Outreach Officer with the Ontario Police Complaints Commissioner's office.

Overseas Visitors

Ontario's Police Complaints Commissioner has met with representatives from Hong Kong and Australia.

While the delegations are approaching the issue of civilian oversight of police from different perspectives, both agreed that the Ontario system is a highly evolved and sophisticated process.

Mr. Justice James Wood of Australia, heads a Royal Commission into the nature and extent of systemic corruption through the ranks of the police services of New South Wales. His work has captured headlines as disturbing accounts of misconduct and corruption are exposed by his investigators.

Officers were caught on audio and videotape compromising themselves in a variety of criminal acts after one of the rogue officers agreed to co-operate with the Royal Commission. In his final report expected in June of this year, Justice Wood will recommend processes to ensure police accountability through civilian oversight.

"I am grateful that Ontario is considered to be a leading model internationally," said Complaints Commissioner **Gerald Lapkin**, who also met with a delegation representing the Independent Police Complaints Council (IPCC) from Hong Kong. Like Justice Wood, the IPCC identified the PCC as a vital link in its study of similar agencies world-wide. Operating a public complaints process for several years, the IPCC sought out the Ontario experience before making legislative changes to Hong Kong's complaints mechanism.

During its three-day stay in Toronto, Commissioner Lapkin arranged for the delegation to meet with the provincial Attorney General, **Charles Harnick**; the Chair of the Ontario Civilian Commission on Police Services, **Murray Chitra**; and, the Chair of the independent, civilian Board of Inquiry, **Gary Yee**. The Hong Kong representatives also took a comprehensive tour of the Metropolitan Toronto Police Service.

Training of Haiti's Police Worries Mountie

(taken from the Toronto Star, Feb. 2, 1996)

The top Mountie training Haiti's new national police has gone on record to criticize a problem-plagued training program he fears will fail.

In a dramatic interview, a frustrated Sergeant Malcolm MacKinnon talked about serious constraints upon his officers,

massive disorganization, widespread corruption and a basic disagreement over training techniques between Canadians and the Americans who are running the show.

"To tell you the truth, I don't know how long (the new force) is going to last,"

(con't on page 12)

(con't from page 11)

Training of Haiti's Police Worries Mountie

MacKinnon told The Star, at the country's new police academy. "If things don't improve, it's going to fall apart, bit by bit."

A central problem, according to MacKinnon, is Canadian instructors are trying to train civilian police officers, while Americans are training a military-style force.

"It's a clash of cultures," MacKinnon said. "Americans live by the gun."

Haitian recruits graduate thinking they can solve everything with the .38 calibre pistols.

"The gun gives them authority here," MacKinnon said. "In Canada, my uniform gives me authority."

American trainers, mostly retired police officers and soldiers, have a less-strict approach to weapons training and a more militaristic concept of how police forces operate within society.

"That's where our society differs from theirs. Look at our (gun) laws compared to theirs. When I see them training, their attitude is completely different from ours."

The militaristic approach appears to be a recipe for disaster with young, volatile recruits who come from a culture of violence. Haiti's new force already has a bad reputation for being trigger-happy.

Some of its members are being investigated for more than a dozen incidents in the past six months, in which they've gunned down apparently innocent civilians.

The biggest point we're trying to make is teaching (the recruits) not to pull their guns," he said. "We are trying to teach them Canadian-style community-based policing where you talk to the community. Weapons are the last resort."

The Mounties are working under ICITAP, a U.S. justice department agency. It stands for International, Criminal, Investigation Training Assistance Program.

MacKinnon's comments come at a sensitive time for Canada. An estimated 750 Canadian soldiers took over leadership on the U.N. peacekeeping mission when U.S. troops pulled out of this perilous country in February. MacKinnon, while not pointing

(con't on page 13)

(con't from page 12)

Training of Haiti's Police Worries Mountie

a finger at the U.S. justice department, in training methods has created tensions between Canadian and American instructors. After only four months of training, 6,000 new officers are replacing an army disbanded by President Jean-Bertrand Aristide.

The Canadians were supposed to have headed up the training, but shortly after the U.S.-led occupation began in 1994, it was announced that ICITAP was taking over with some 20 Mounties teaching under its control.

There are 120 Mounties in Haiti and the irony is they are the force most associated with the country's national police.

It's their reputation - not to mention Canada's - that appears to be on the line. And the new force, already mistrusted, is surrounded by controversy.

In Cite Soleil, a seaside slum in the capital, Haitian police officers recently gunned down Andree Roche, 67, in an incident in which a child was also killed.

"She was just an old woman cooking coffee, and they killed her," said her sister, Althide Durosiers, 65.

"We don't have any security from the police. They are dangerous." There is no over-all leadership structure within the new police force, and a major battle is raging in the Haitian parliament because Aristide's choice for commissioner has been accused of murder. As well, feared former Haitian army officers have been integrated into the new force.

According to MacKinnon: "They don't have leadership, and you cannot create a police force in a year without senior people in charge."

Montreal Officer Charged in On-Duty Crash

*(taken from the Toronto Globe & Mail
February 29, 1996)*

MONTREAL - A 25-year-old Montreal Urban Community Police officer has been charged with three counts of dangerous driving causing bodily harm after his cruiser plowed into a car at high speed, seriously injuring three women.

The accident occurred in the early hours of Jan. 3, as the constable and his partner were responding to a burglar alarm and allegedly ran a red light.

The three women injured in the crash - Theresa Messiha, 19; Leila Messiha, 23, and Sarah Caden, 19 - are still being treated for their injuries.

(con't on page 14)

(con't from page 13)

Montreal Officer Charged in On-Duty Crash

Since 1990, Montreal police have been ordered to stop at red lights and stop signs, even in emergency situations.

Despite the criminal charges, MUC Police refused to identify the 25-year-old constable, except to say that he works at Station 11 in the city's west end. In a press release, police said the constable will remain on the job, but has been assigned to a desk job.

The officer's 26-year-old partner has also not been identified.

MUC Police have been under public scrutiny of late because

of their desire for secrecy. In the most striking case, a coroner has imposed, at the behest of police lawyers, a publication ban that prevents the media from identifying any officer who witnessed the shooting of a man in downtown Montreal on May 31, 1995. No criminal charges have been laid.

MUC Police cruisers were involved in about 700 accidents last year, according to police statistics, and 6 percent of the accidents occurred while police were responding to emergency calls.

Should the Police Be Allowed to Investigate Themselves?

(taken from the Montreal Gazette
January 14, 1996)

A tragic collision involving a police cruiser (see above story) has prompted fresh questions about whether police should investigate themselves. After a Montreal Urban Community police cruiser collided with another vehicle, the parents of the three injured women - one of whom is in a coma and on a respirator - say they don't trust the police to investigate the incident.

For more than a week after the accident, police refused to release basic information: whether the police car had its flashing lights on, whether it had stopped at a red light, the names, ages, and even genders of the officers involved. Given this lack of candor and delay, perhaps only an independent civilian inquiry can be trusted to reveal the truth.

Such logic explains why in many cities, throughout Canada and the United States, the police are routinely investigated by independent public bodies. And, rather than undermining law enforcement, critics say, such transparent procedures boost public support for the police.

(con't on page 15)

(con't from page 14)

Should the Police Be Allowed to Investigate Themselves?

Others disagree. For instance, Peter Yeomans, the Mayor of Dorval and Vice-Chairman of the MUC public-security committee, says police have no interest in damaging cover-ups, so they can be trusted to conduct their own internal investigations. Some police officers, meanwhile, say that the complexity and stress of police work requires that officers be investigated by their colleagues, rather than by civilian panels, which might be compromised by members who put political or personal concerns ahead of the truth.

So our question this week is:

Should the police be allowed to investigate themselves?

In total, 930 readers called In-Line to respond, of whom 519 said yes, and 411 said no. The results of the Info-Line survey should not be considered as scientific polling results.

Here are some of your responses:

"Police protect their own kind just as lawyers protect their own kind, and doctors' theirs."

"Police should not investigate themselves because they cannot be impartial."

"How could police inspect police? It doesn't make sense. Another party should do it."

"The police have a position of such high power that they should be subject to greater scrutiny."

"Of course, the answer is no. Can you imagine the coverups and conspiracies involved?"

"Yes, but the MUC police should be investigated by the SQ or the RCMP."

"Why is it assumed that the police went through the red light? There seems to be no proof either way. The media are portraying this as a bad situation without any proof. Let's get the investigation under way and stop casting the blame before the actual facts are brought forth."

Town of Kentville Fires Police Chief

*(taken from the Halifax Chronicle-Herald
November 9th, 1995)*

Kentville has fired its police chief following an eight-month RCMP investigation.

Town council voted unanimously on Wednesday night to dismiss Del Crowell, charged with 20 counts of theft and fraud.

(con't on page 16)

(con't from page 15)

Town of Kentville Fires Police Chief

Council has asked the Kentville police commission to recommend a new chief for the 12-member force.

The police commission recommended Mr. Crowell's firing at its meeting on Oct. 24, a year and three days after the chief was suspended with pay because of allegations of administrative mismanagement.

Mr. Crowell, 41, has appealed the board's recommendation to the Nova Scotia Police Review Board.

Larry Honey, chairman of the Kentville police commission, told council that a 30-page internal report from the Nova Scotia Police Commission was "comprehensive and compelling, and the board felt Chief Crowell was not fit to continue his duties as chief."

Mr. Honey said Mr. Crowell was given a chance to respond to the report at the October 24 meeting and again at a special council meeting when the report was discussed. But he did not appear either time.

In a news release issued after the council meeting, Mayor Art Pope said the report chronicles a pattern of conduct that "demonstrates a serious breach of the Code of Conduct and Discipline, especially for a chief officer. The conduct was pervasive and not isolated."

The Nova Scotia Police Commission investigation began last October after Mr. Crowell, Kentville police chief since 1988, was accused of making false statements on official documents and failing to account for or return money.

Mr. Crowell was eventually charged with 10 counts of theft over \$5,000, two counts of fraud over \$5,000, four counts of theft under \$5,000, three counts of fraud under \$5,000, and one count of uttering a forged document. He pleaded not guilty in September, and elected trial by Judge and jury. He returns to Court on May 21, 1996.

First Nations Policing Initiatives in British Columbia

(by Carol Quartermain, Director, B.C. Police Commission)

The Stl'atl'imx Nation is comprised of ten First Nations bands whose members reside in the Lillooet area of British Columbia. In 1992, the federal and provincial governments and Stl'atl'imx band councils agreed to establish a tribal policing service to provide
(con't on page 17)

(con't from page 16)

First Nations Policing Initiatives in British Columbia

efficient and culturally sensitive policing to those communities. The service, which is modelled on the *Police Act* provisions for independent municipal police services and boards, is jointly funded by the federal and provincial governments.

The Stl'atl'imx Tribal Police Board (STPB) governs the operations of the Stl'atl'imx Tribal Police (STP) and employs the chief constable and other officers who are appointed as special provincial constables under the *Police Act*. Through a protocol with the STPB, the British Columbia Police Commission provides the same oversight and assistance to the STP and the Board that it does to the independent municipal police departments and boards. The STP has two detachments, one in Lillooet and one in Mount Currie.

In 1994, a second tribal policing service, also modelled

on *Police Act* provisions, was implemented in Klemtu, British Columbia. Klemtu is situated on Swindle Island, northwest of Bella Bella. The Kitasoo-Xaixais Public Safety Department (KXPSD) was established under the governance of the Kitasoo-Xaixais Public Safety Board (KXPSB), and the Commission provides oversight and assistance to both the Department and Board.

The KXPSB employs two public safety officers (PSO's) who are appointed as special provincial constables under the *Police Act*.

It is anticipated that a third First Nations police service will be established in the Duncan area of Vancouver Island in the near future. The Tse-wultun Police Service (TPS) will be governed by the Tse-wultun Police Service Board (TPSB) with the Commission providing oversight and assistance to both.

1995

CIVILIAN OVERSIGHT OF LAW ENFORCEMENT ASSOCIATIONS

INTERNATIONAL (IACOLE)

President: Mark Gissiner, Ohio, USA
Vice President: Marlene Jennings, Quebec, Canada
Secretary: Malvina Monteiro, Massachusetts, USA
Treasurer: Fred S. Szabo, Ohio, USA
Past President: James Grew, Northern Ireland
Director at Large: The Hon. Jean-Pierre Beaulne, Canada (RCMP)
Director at Large: Robert Eadie, Perth, Australia
Director at Large: Sean D. Hurley, Republic of Ireland
Director at Large: The Hon. Gerald S. Lapkin, Ontario, Canada
Director at Large: To be Named
Director at Large: Larna L. Spearman, Indiana, USA
Director at Large: Stephen Stackhouse, British Columbia, Canada

CANADA (CACOLE)

Region # 1: Frances Gordon, British Columbia
Region # 2: Norman Ralph, Manitoba
Region # 3: The Hon. Gerald S. Lapkin, Ontario
Region # 4: Marvin Rotrand, Quebec
Region # 5: Jean Beeler, Nova Scotia
Region # 6: Bertrand Giroux, Canada
Associate # 1: Donald Soroohan, British Columbia
Associate # 2: Mike Badham, Saskatchewan

U.S.A. (NACOLE)

President: Brian C. Reeder, Indiana
Vice President: Helen Marie Lewis, Minnesota
Secretary: Larna Spearman, Indiana
Treasurer: Clyde Davis, Maryland
Director at Large: Adrienne Benavidez, Colorado
Director at Large: Don Casimere, California
Director at Large: James Johnson, Ohio
Director at Large: Malvina Monteiro, Massachusetts
Director at Large: K. Felicia Pitts, New York
Director at Large: Andrew Thomas, New York

1995 CACOLE BOARD OF DIRECTORS

REGION # 1

Name: Frances Gordon
Organization: Office of the Complaints Commissioner (British Columbia)
Tel: (604) 660-2385
Fax: (604) 660-1223
Internet:

REGION # 2

Name: Norman Ralph
Organization: Law Enforcement Review Agency (Manitoba)
Tel: (204) 945-2825
Fax: (204) 945-2217
Internet:

SECRETARIAT

Name: Mark Conacher/Susan James
Organization: Police Complaints Commissioner (Ontario)
Tel: (416) 325-4700
Fax: (416) 325-4704
Internet: conachma@epo.gov.on.ca
jamesu@epo.gov.on.ca

REGION # 3

Name: The Hon. Gerald S. Lapkin
Organization: Police Complaints Commissioner (Ontario)
Tel: (416) 325-4700
Fax: (416) 325-4836
Internet: lapkinge@epo.gov.on.ca

REGION # 4

Name: Marvin Rotrand
Organization: Ville de Montreal (Quebec)
Tel: (514) 872-8007
Fax: (514) 872-9131
Internet:

COMMITTEES

CHARTER/INCORPORATION

Staff: Albert Nigro
Members: Don Soroohan/Norman Ralph/Bert Giroux

CONFERENCE '96:

Staff: Susan James
Members: Jean Beeler/Frances Gordon

DISCIPLINE DIGEST

Staff: Albert Nigro/Susan James
Members: Clary Yee/Murray Chitna/Patrick Knoll

MEMBERSHIP INFORMATION /CLEARINGHOUSE

Staff: Mark Conacher/Susan James
Members: Mike Badham/Norman Ralph/Gerald Lapkin
Jean Beeler/Bert Giroux/Charles Gregor

REGION # 5

Name: Jean Beeler
Organization: N.S. Police Commission (Nova Scotia)
Tel: (902) 424-3246
Fax: (902) 424-3919
Internet:

REGION # 6

Name: Bertrand Giroux
Organization: RCMP Public Complaints Commission (Canada)
Tel: (613) 952-4283
Fax: (613) 952-8045
Internet:

ASSOCIATE # 1

Name: Donald Soroohan, Q.C.
Organization: Swinton & Company (British Columbia)
Tel: (604) 643-1214
Fax: (604) 643-1200
Internet: dso@Swinton.ca

ASSOCIATE # 2

Name: Mike Badham
Organization: Canadian Assoc. of Police Boards (Saskatchewan)
Tel: (306) 777-7524
Fax: (306) 777-6809
Internet:

Notes: