

Exhibit: National Inquiry into Missing and  
Murdered Indigenous Women and Girls

Location/Phase: Part 3: Toronto

Witness: Farida Deif

Submitted by: Meredith Porter (Commission)

Add'l info: & Sask. Assoc. Chiefs of Police

Date: JUN 12 2018 P03 P03 P0201

Initials

I/D

Entered

63

29

## **Policing Policies and Practices**

### **1. What kinds of information do you collect when detaining individuals?**

Name, gender, date of birth, address, phone number, height, weight, complexion, build, hair color and style, facial hair, eye color.

### **2. What rules exist regarding cross-gender body and strip searches of women and girls by police officers? Please detail the protocols that regulate these searches at every stage of interaction with the police from routine stops to arrest and detention.**

Policy addresses searches as follows. A body search is conducted by a same sex member if available but for safety reasons a body search can be done by opposite sex if same sex was not an option. A strip search must first be approved by supervisor and upon approval the search would be done by member of same sex as the prisoner. Search must be done in a professional manner, as respectable as possible, in private at P.A. police service unless exigent circumstances exist. The searching Member must also ensure that only a reasonable number of assisting Members are present during the strip search. Whenever possible, a strip search must be conducted in a manner which ensures that the searched person is not completely undressed at any one time. The strip-search must be conducted with professionalism and not unduly detract from the dignity of the person being searched. The onus lies on the police to justify strip search incident to arrest.

Our service does not have policy specifically for cross-gender search at this time. In Police College our members are trained to respect how the subject identifies self and male members are used to search areas near the male genitalia of the body and female members are used to search areas near the female breasts and or genitalia unless otherwise identified by subject. Our service has civilian persons working in the cell block and in the event that there was not a female officer to search a female prisoner the civilian (matron) is trained to conduct a body search of the female to ensure no objects are on the person that may cause harm to self or anyone else. There is no policy that dictates how a search is done at each stage of interaction with the individual however members are guided by receiving direction from the supervisor in cell block and officer integrity.

### **3. Are there specific protocols on the cross-gender body and strip searches involving minors?**

No. We would follow the same guidelines as per above policy. We are currently in the process of implementing policy regarding Transgender persons in custody. As for the strip search of a young person, the reason for such a search would be for safety of the individual, public safety or officer safety. When a minor is taken into custody their parent would be contacted prior to a strip search as police are required by law to notify the parent upon arrest and detention of young person. PAPS has not had to strip search a young person or Transgender person to date.

**4. Please detail the circumstances in which a male officer can request that a woman remove her bra or other undergarments during stops, arrests, and detention. What policies are in place for regulating this practice?**

As per policy a strip-search must be performed by a Member of the same sex as the prisoner, and be conducted in privacy at the PAPS station unless exigent circumstances exist that would Jeopardize the safety of the public, the prisoner or a Member. Policy regarding body searches regulates practice. The onus lies on the police to justify strip search incident to arrest.

**5. What protections are in place to prevent sexually inappropriate behavior by police officers?**

Our service is thorough during the hiring process and takes pride in being careful to select individuals with a high degree of integrity. Everyone working at our police service is aware of our harassment policy and any harassment issues would be taken seriously investigated immediately. all areas where prisoners attend from patrol cars to cell block are video and audio recorded and if need be the video could be reviewed for investigation into any complaints against an officer.

**6. Please elaborate on the policies and standard operating procedures surrounding the use of force by an officer during stops, arrests and detention. What level of force would be deemed excessive for a cooperating individual as well as someone resisting arrest?**

Members receive extensive training in Police College regarding use of force. Our *Use of Force Model* assists in training officers on when to increase level of force and the reverse. Officers must stay alert and not be

complacent as a situation can change in an instant and the need for a higher level of force could arise. The same *Use of Force* model is used to guide officers regardless of whether they are at a vehicle stop or in detention. Officers will not resort to a higher use of force unless necessary. Every situation is different and the perceived threat may vary between officers. Although a decision to use force may have to be made instantly, this decision must be based on the most reasonable assessment of the circumstances as is possible. Every officer may have a different perception so each case would be looked at separately. Our Policy reflects Provincial Policy and training. Officers review the *Use of Force model* in our yearly mandatory training; Baton, Firearms & Defense Tactics recertification. All *Use of Force* is governed by the actions of the offender. Numerous factors such as perceived threat, abilities, weapons and co-operation/compliance will sway the reaction of the Officer. What is deemed excessive in one instance may not be in another depending on the dynamic situation. All *Use of Force* files are reviewed internally by the NCO and then the *Use of Force* review board. All stats are then provided to the Provincial board yearly.

**7. Please elaborate on the policies and standard operating procedures that apply to custodial arrangements for and the body and strip searches of transgender individuals.**

We do not have specific policy regarding transgender individuals but are in the process of implementing policy. Transgender individuals would be given the same respect as any other individual regarding searches. Our officers are instructed to respect gender identity and follow search policy as per how the individual identifies self. If individual identified as a female then the search would be conducted respectfully by a female officer and vice versa.

**8. What protocols exist regarding the use of pepper spray, tasers, and police dogs, in general and with respect to children?**

The level of force used in any given situation is guided by our *Use of force Model*. Officers receive extensive training in Police College and further yearly mandatory training once on the job. Officers are trained that the use of force against children is not recommended but obviously in exigent circumstance where a life is threatened by a child, an officer would use whatever force necessary, the least force possible, to stop the threat.

**9. What protocols exist for responding to domestic violence calls?**

We have a 2 officer response for all domestic violence calls. When attending domestic violence calls, or any family related calls, Police check history of family violence and persons involved prior to attending the residence. If an assault has occurred the offender is arrested and charges may be laid pending investigation. When police respond to a call where children are involved and may be at risk, Mobile Crises is called to assist and take whatever measures are necessary to ensure safety of all family members. Safety options are discussed and a safety plan is set in place through MSS where needed. If charges are laid in a domestic violence call, Victim Services is notified of the file and makes contact with the victim to ensure the victim has the resources needed to keep safe. Officers ensure all parties are safe prior to leaving the residence of a domestic violent nature. Where violence has occurred victims are provided with a victim Impact statement which includes the number for victims services. Officers will also forward any concerns of repeat attendance of individuals involved in domestic violence to the HUB and COR (*The Hub is a group of professionals that provides immediate, coordinated and integrated responses through mobilization of resources to address situations facing individuals and/or families with acutely elevated risk factors, as recognized across a wide range of service providers. COR stand for Centre of Responsibility*) for consideration of community services. All domestic violence reports are flagged as such for future response. We have a Sergeant who works at the HUB and looks through all calls to bring individuals or families forward that are deemed to be at acutely elevated risk. The HUB and participating agencies determine which cases are accepted for further follow up.

**10. What measures are being taken to ensure the well-being and safety of female victims of domestic violence and those at risk?**

As per above the police take all measures necessary to ensure safety of all involved and would not leave the residence until such time as it was deemed safe for the victim. Once measures are taken to ensure the safety of all involved, mobile crisis will attend and offer assistance and information about services and support to families where violence is a concern. If the victim does not feel safe at the residence they are offered lodging at the women shelter, YWCA and failing one of those options MSS will rent a hotel or find other accommodations for the victim.

**11. Is there a specific policy on dual arrests in domestic violence cases?**

No.

**12. What if any specific measures have your police service taken to address the issue of missing and murdered indigenous women?**

Our service has a full time dedicated Sergeant who works on Historical missing persons. We have a Constable who spends 80% of his work day investigating current missing person. When a person is reported missing he or she is immediately added to CPIC and a patrol member as well as the Constable dedicated to missing person investigations are assigned to locate the missing persons. High risk missing persons are assigned to a patrol member on each shift as well as the Constable delegated to investigate missing person's files, to ensure efficiency in locating the missing person. Victims Services with PAPS had a person working half time on missing persons. That worker has just retired and the position is vacant at this time. Our VSU (Victim Services Unit) continues to communicate with the families of missing persons until the MPL position is filled. All efforts are taken to locate missing persons and our service continues to investigate unsolved crimes.

**13. Please detail any partnerships your police service maintains with First Nations police services and community workers, mental health professionals, addiction specialists, and domestic violence experts.**

PAPS employ an Aboriginal Resource Officer who works closely with police and victims. We also rely on an elder, who retired years ago as the Aboriginal Resource Officer, for information and advice. Our service has 2 Sergeants who are involved in the HUB and COR and work directly with professionals from Social Services, mental health, education and addictions. Our Child Protection office includes 2 members and 2 MSS workers who work together at PAPS to keep families safe. Also working closely with police are Victim Services, Aboriginal Resource Officer, Alternative measures, probation, parole, mental health specialist for youth Detox, the Detox centre, Homeward Bound and Our House.

**14. Please elaborate on any policies in place within your police service to provide safe alternatives to detention for intoxicated individuals.**

When being called regarding an intoxicated person the officer must first determine that if the subject is not detained will he or she likely cause injury to self or disturb others. If the subject can be placed in the home of a willing

sober person without risk of the above then the intoxicated person is placed in care of that home. If no sober home can be identified the officer will request the subject be taken to Detox for care. All attempts are made to place the subject elsewhere prior to defaulting to detention. The Detox facility in Prince Albert has 6 overnight beds that are filled every night by walk-ins or police escort. On October 17, 2016 a group home called Our House opened up 10 beds for intoxicated individuals or persons in need of a place to stay.

Prince Albert also has a program called Homeward Bound a "*housing first initiative*". The Homeward Bound initiative focused on moving people who are chronically and episodically homeless as rapidly as possible from the street or emergency shelters into permanent housing with supports that vary according to participant needs. The supports are provided by a case management team and/or a case manager that serves as a main point of contact for the participant from assessment to follow-up. This program was initiated in January of 2015 and to date we have 85 adults living in a total of 20 houses and 39 apartments. In speaking to one of the workers at Homeward Bound office I was advised that 90% of the persons living in the housing self identified that they have alcohol abuse problems. I was also advised that half of the individuals that police were regularly dispatched to deal with as intoxicated individuals are now living in housing provided by Homeward Bound program.

**15. What measures are currently in place within your police and through partnerships with social service providers to rehabilitate repeat offenders and to do so through restorative justice initiatives?**

Probation, Parole, Alternative measures, the HUB and COR and COSA (Circle of Support and Accountability) a support group for offenders convicted of crimes of a sexual nature.

**16. What measures are being taken to build trust in the police among the indigenous communities in your jurisdiction?**

As a service we have a positive relationship with the Indigenous community. We work closely with the Aboriginal Resource Officer and Elders in the community. Indigenous leaders are always included in and play a big part in all of our celebrations. Many of our members have had the opportunity to participate in the purification ceremonies (sweat lodge) as well as other celebrations where members and/or the public have been invited. One of the

very strong leaders of the Indigenous community is the Chair of the Police Commission, Richard Ahenakew.

Our ARO (Aboriginal Resource Officer) and VS (Victim Support worker), have been working with many groups within Prince Albert. Some of the groups they work with include: Women's Sharing Circle that is put on by the PAIMFC and PAGC Women's Commission Family Violence Programs, ISKWEW a Domestic Violence program that assists Aboriginal Women, Valley Hill Youth Treatment Centre and the Community Training Residence for male offenders. Our ARO has recently recruited a Male and Female Elder to provide Aboriginal Counseling through the Victims Services.

Our ARO is very involved with police and community. Information that pertains to Indigenous history is shared at the PAPS (via email) and our ARO takes the time to speak to members about the Indigenous culture.

Members of our service consistently reach out to the Indigenous community to build a strong relationship and understand the needs of the community.

**17. Kindly detail whether your police service employs (or has employed over the past 5 years) any indigenous liaison workers or volunteers that are made available to members of the community upon arrival at a police station.**

PAPS have historically had an indigenous liaison worker in the front office for members of the community to speak to upon arrival to PAPS. Also in the front office is our Victim Service office that any member of the public can speak to. If requested we have access to Elders in the community to speak to members of the public. Access to the above services can be had without speaking to an officer as they are open to the public and located as you enter our police service.

**18. Kindly elaborate on your indigenous candidate recruitment strategy and provide details on the number of indigenous men and women currently employed by your service as well as the number employed over the past 5 years.**

Prince Albert Police Service makes it a priority to have our recruiting practices be reflective culturally to our community. The images on our recruiting package include indigenous members and minorities. Members of our service attend recruitment job fairs and the northern communities in



recruiting efforts. PAPS members have contact with the instructor at the *Aboriginal Policing Prep Course* offered at SIAST in P.A. Members of our department attend at the request of the instructor to instruct classes from firearms to interviewing techniques. The recruiting team Liaise with the instructor at SIAST regarding candidates for hire. Our service has also initiated an aboriginal mentoring program and hired 4 Police Officers through that program. The mentoring program allowed indigenous officers to have some on the job training and mentoring prior to attending Police College.

**Number of indigenous men and women employed?**

PAPS employ 36 indigenous members; 29 indigenous men and 7 indigenous women. We have a total of 96 members employed at PAPS.

**Accountability**

**1. Please outline the disciplinary steps taken if there is a substantiated claim that an officer has used racially discriminatory or sexually inappropriate language when speaking to other officers or civilians?**

The chief makes a final decision on the appropriate discipline based off of similar fact decisions within the province (repository records).

**2. What recruitment screening strategies are in place to prevent police force candidates with biased views against any group on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity or any other grounds from being offered employment?**

The part of our application process that would assist in screening those individuals from being employed as an officer are reference checks, psychological testing, polygraph exam and interview with the hiring board. Members from our hiring board also make an unannounced visit to the applicants' and see them in their home environment. We feel by the end of the hiring process we have taken all measures necessary to ensure we hire individuals with a high degree of integrity.

**3. Please outline the disciplinary action taken if an officer is found to have conducted an unjustified body (frisk) or strip search.**

If the conduct substantiated a criminal code charge investigation it would be forward to the courts. As well, the PCC would investigate the allegation.

Under the Police Act the appropriate discipline action would be taken based off of similar fact decisions within the province. This type of conduct has never occurred at PAPS.

**4. Please advise whether police officers on your force are subject to drug testing and under what circumstances.**

No.

**5. What percentage of police officers on your force wears body cameras?**

None

**6. What percentage of police vehicles within your jurisdiction has GPS tracking devices? What protocols exist regarding the use of these devices? Is the GPS tracking information logged and for how long?**

To date 8 of 11 Patrol/Traffic vehicles have MDTs, with GPS tracking. We have had fleet repairs and MDT repair which have varied these numbers throughout the year. GPS information is always being recorded as long as the MDT and AirCards are functioning. To date GPS information goes back to November of 2010 with no plans of destruction.

**7. What percentage of your police station is equipped with video cameras? Do those cameras record audio? Please indicate which areas of your police station are not covered by video cameras.**

The areas of the police station equipped with cameras are the bay area, cell block, intoxilyzer area and front desk of station. The cameras record audio and video except for the front desk as it only records video. The areas that are not equipped with video cameras are the office areas and working space of members and administration.

**8. Please outline the disciplinary steps taken if there is a substantiated claim that an officer is found to have physically assaulted, verbally abused, sexually coerced, and or intimidated a woman, girl, or a member of a sexual or gender minority group during arrest or in detention.**

If the complaint substantiated criminal code investigation, that complaint would be investigated by another agency and be dealt with through the courts. PCC would investigate the complaint under the Police Act and the discipline would be based off of similar fact decisions within the province (repository records). It is the responsibility of the Chief of Police or his designate to ensure there is consistent application of progressive discipline. In cases of discipline where suspension or dismissal are considered, the Chief of Police or his designate must approve such discipline after reviewing all circumstances of the case.

**9. When an individual files a complaint against a police officer, how is this information stored and is it visible on their electronic police file/record? Please describe what measures are in place to prevent retaliation against complainants.**

Complaints are stored on our complaints data base on intranet. Administration and the professional standards Sergeant are the only persons who have access to the files. If deemed necessary to protect the complainant special instructions would be given to the officer involved. As well, Crown prosecutors are made aware of all complaints against members.

**10. Please provide or describe what instructions are given to officers on how they should respond to complaints against police by members of the public.**

Officers are instructed to forward all complaints against members to the Supervisor (Patrol Sergeant or Staff Sergeant) working that day. The Supervisor will explain the process to the complainant. If need be the supervisor will assist the complainant in filing the complaint.

**11. What measures are taken to ensure that members of the public, particularly indigenous people are knowledgeable of the complaints process?**

We have a link on our police website with frequently asked questions and the complaint process is described in detail from how to go about making a complaint to the process to do so. Included in that link is a link to PCC. Complaints can also be reported to the FSIN special investigation unit to investigate and forward to PCC. A complaint can be reported to any member of the board of Police Commissioners for investigation. If a complaint is called in to PAPS it would be forward to the Supervisor who in

turn would explain the process to the complainant and if need be assist the complainant in filing the complaint.

**12. What measures are being taken to minimize the occurrence of violence or disrespectful police interactions with civilians, particularly indigenous people?**

Our police service takes pride in hiring individuals with a high degree of integrity. During the 20-week Recruit training program recruits undergo training with emphasis on respect. The Core Competencies within the program include effective communication, professionalism, Ethics and Integrity, problem solving, investigative knowledge, risk assessment and wellness. The program includes learning the history of the indigenous people in Cultural Awareness training.

Any complaints against a member regarding violence or disrespect would be taken seriously and dealt with immediately.

Police officers are guided by our code of ethics which include Cultural awareness and professionalism. The Code of Ethical conduct that all members promise upon commencing our career in policing includes "Honor and justice, duty and service, honesty and fairness, helping and caring, Human dignity and equality of all people, responsibility and accountability. " The brand of our police service which we display with pride is "*with integrity and innovation we deliver a professional police service to our citizens*". Our Service expects professionalism from every officer.

**13. Have members of the indigenous community been invited to evaluate the effectiveness of existing cultural awareness programs and have any changes been implemented as a result of their feedback?**

The indigenous community is intertwined with our police service and constantly provides input and concerns to the Chief and the members.

**Training**

**1. What training do police officers receive on handling domestic violence cases and engaging with survivors and people at risk? Kindly detail both the nature and duration of officers training.**

Once hired members attend the Saskatchewan Police College for a 20-week Recruit training program.

During that training, recruits attend a total of 30 hours class time learning to deal with domestic violence, (Interpersonal violence) and the cycle of abuse. Speakers attend to talk about resources for families dealing with domestic violence and emotional abuse. Members are made aware of the resources they can refer victims to for help. Recruits also participate in half day scenario based training where actors are involved and officers are confronted with life like domestic violence situations. The training is very interactive with discussion around how to best help those involved in domestic violence.

**2. Do officers receive dispute resolution and anger management training and support? Are officers trained in de-escalation techniques? Kindly detail both the nature and duration of the training as well as how frequently officers are required to take a refresher course.**

One of the blocks of training during recruit training is on *Crisis Intervention and de-escalation*. Problem based learning and practical scenario training are woven throughout the program in order to allow Recruits the opportunity to demonstrate their learning.

Verbal Judo (the gentle art of persuasion by George Thompson and Jerry B. Jenkins: *maintaining Professionalism in any context, use words instead of actions to achieve goals, employs empathy to stay engaged with people while maintaining self-control, try to achieve cooperation and break barriers and communicate with difficult people without shaming, blaming, or manipulating.*) is also part of the curriculum in recruit training. Recruits spend 26 hours of training on the Verbal Judo technique and use the training throughout all scenario training during the 20 weeks of police college.

Our service has a member trained to instruct "Verbal Judo" and has trained many of our officers as refresher to the Recruit training.

**3. What training on race relations, particularly with respect to indigenous communities, is presently being implemented within your police service? Kindly detail both the nature and duration of the training as well as how frequently officers are required to take a refresher course.**

*Diversity Awareness/Cultural Awareness* training is mandatory in Police College. Recruits spend 14 hours throughout the 20 weeks of recruit training learning about indigenous people as well as other cultures in the community. Members are required to take a one week follow up course in *Cultural Awareness Training* at the Saskatchewan Police College within 5 years of service.

An elder in the community regularly attends our Police Service and provides cultural teachings.

Our Aboriginal Resource Officer has an awareness board in our lunch room and keeps all of our officers and civilians up to date with learning objectives via website and email. She also keeps members aware of training opportunities related to Indigenous people and keeps our members informed of what's happening in the indigenous communities.

#### **Data request**

**1. Number of Police interactions with documented use of force, percentage by gender.**

569 incidents of use of force between 2012 and September 30, 2016

Use of Force	Men	Woman	Total	Indigineous	% of USE OF FORCE Indigineous Women
2012	114	13	127	12	9%
2013	80	13	93	8	9%
2014	89	8	97	7	7%
2015	118	17	135	15	11%
2016 YTD (Sept 30,	119	4	123	2	1.60%

2016)					
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**2. Number of police interaction with documented use of force, percentage of those that are with indigenous people and of those the percentage with indigenous women? Not Documented**

**3. Percentage of indigenous women arrested who were charged with resisting arrest or obstruction of justice (under sections 129 or 270 of the Criminal Code).**

In this time period we had 144 Obstruct/Resist files where a female was charged. 125 of those were indigenous adult woman and 8 juvenile indigenous women.

	# of Females Charged	# Indigenous Women	Total female charged Obstruct	Total females charged Resist	# of Indigenous woman with Resist Charges
2012	25	24	20	5	5
2013	33	30	26	7	7
2014	30	30	21	9	9
2015	45	39	31	8	7
2016 YTD (October 8, 2016)	18	13	16	2	0

**4. Number of Police interactions with documented strip searches, percentage by gender.**

(Not documented)

**5. Number of police interactions with documented body searches, percentage by gender.**

(Not documented)

**6. Number of police interactions with documented body searches, percentage by gender.**

(Not documented)

**7. Number of police officers suspended with pay in your police Service.**

3 members in 2012

1 member in 2015, 2016 (combined with sick leave)

**8. Number of complaints of sexually harassment or assault filed by a female officer within your police service.**

None.

**9. Number of individuals who have suffered serious injury or died, either in custody or during an interaction with an officer in your police service.**

There have been 249 sick/injured prisoners' tickets since 2012. No individuals died IN custody.

**10. Number of complainants received by our police force from members of the public:**

2012 – 7 complaint files opened

2013- 1 complaint file opened

2014 – 13 complaint files opened

2015 – 11 complaint files opened

2016 - 6 complaint files opened

Total =38 complaint files opened

**A. Number of those complains investigated by your police force.**

None

**B. Number of those complaints investigated by an external police force.**

None



**c. Number of those complaints investigated by an investigator from the public complains commission, number of public complaints against your police force that have been deemed substantiated (in total, and disaggregated by gender and ethnicity, if available)**

PCC investigated all of the 38 complaints received from our service. Of the complaints from 2012 to date one was substantiated, five are still ongoing investigations, and the remainders were unfounded or withdrawn.

**Information requested during the phone conference on October 6, 2016:**

**Number of Missing Persons in Prince Albert:**

	2014	2015	2016 (YTD)	
Total Missing	345	528	465	
Total Woman	159	178	308	
Total Youth	236	423	372	
Aboriginal Female	71	133	77	

**\*\*In 2014 we changed from Missing to AWOL for youths sometime during that year\*\***

**\*\*On the RMS there are a number of entries that don't have an Ethnicity checked on it. In 2016 191 MP do not have ethnicity on entities.**

**Number of beds we have in Prince Albert at the Psyche ward.**

There are currently 31 adult beds and 12 beds for children.