

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

Location/Phase: Part 3: Toronto

Witness: Farid Deif

Submitted by: Meredith Porter (Commissioner)

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

Date: JUN 12 2018 P03 P03 P0201

Initials

I/D

Entered

63

30



Saskatoon Police Service

Honour - Spirit - Vision

Confidential

DATE: January 3, 2017,
TO: Chief Clive Weighill
FROM: Cst. Dean Kahl #669 Planning and Research Unit
RE: Human Rights Watch Investigation into Police Treatment of Indigenous Women and Girls in Saskatchewan.

- i. What kinds of information do you collect when detaining individuals? Are Race, age, and sex/gender information collected? If not, Why not?

An SPS member during the course of an investigation is entitled to question anyone from whom they think useful information may be obtained, regardless of whether that person is a suspect. A member, however, has no power to compel someone to answer questions, and if the person refuses to cooperate, they must be allowed to leave, unless reasonable and probable grounds exist for investigative detention.

A member may briefly detain an individual for investigative purposes if there are reasonable grounds to suspect in all the circumstances that the individual is criminally implicated in a recent or ongoing criminal offence, and if a brief detention is reasonably necessary on an objective view of the circumstances. The member is required to advise the individual in clear and simple language of the reasons for the investigative detention.

Whenever a member places any person under investigative detention and that person is either handcuffed, physically restrained, or any use of force is deployed, an Occurrence Report must be left. The report must detail the circumstances surrounding the detention, the identity of the person detained and any other relevant information. A report must be left, even if the detained person is subsequently released without charge.

- Circumstances and reason for the detention;
- Time and place of the detention;
- Physical description;
- Name and date of birth;

- Physical address

When a member arrests an individual for any reason, they must complete an Occurrence Report detailing the circumstances surrounding the arrest, charges laid (if any), the identity of the person arrested, and all other relevant information. A report must be left even if the arrested person is subsequently released without charge.

The arresting member is responsible for completion of the SPS Arrest Details Page. The information to complete the Arrest Details Page will come from a variety of sources including: the prisoner, personal knowledge, the arresting officer, and a search of SPS data bases. Where the member becomes aware of a prisoner with suicidal tendencies, medical conditions, infectious diseases, or a prisoner who has a record of violence, or who is an escape risk, the arresting member shall clearly note all of the above conditions and communicate these conditions to the Detention Booking staff on the SPS Booking form.

The booking member is responsible for completion of the SPS Booking Form. The information to complete the form will come from a variety of sources including: the prisoner, personal knowledge, the arresting officer, and a search of SPS data bases. Where the member becomes aware of a prisoner with suicidal tendencies, medical conditions, infectious diseases, or a prisoner who has a record of violence or, who is an escape risk, the booking member shall clearly note all of the above conditions on the SPS Booking form.

- ii. **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.**

Strip-searches must be conducted in a reasonable and respectful manner. The intrusion must be proportionate to the searches' objectives and situation. Although permissible as an incident to arrest, strip-searches are presumptively unreasonable, and the onus lies on Police to justify them.

- Prisoners will NOT be strip-searched, with the following exceptions:
 - Less intrusive means of recovery of the evidence is unavailable; and
 - Where there are reasonable grounds to believe a weapon is concealed on the person and a search is necessary in the interests of safety upon a lawful arrest to prevent injury, death or escape;
 - For the preservation or detection of evidence where there are reasonable grounds to believe it exists and is concealed upon a lawful arrest. The evidence sought must relate to the reasons for the arrest.
- Strip-searches must be incidental to the arrest, and reasonable grounds must exist independently from the grounds for the arrest itself.
- Strip-searches must be authorized by the NCO in charge of Detention, unless exigent circumstances

exist.

- A strip-search must be performed by a member of the same sex as the prisoner; unless, exigent circumstances exist that would jeopardize the safety of the public or member. In cases where a person self-identifies as Transsexual or Transgender, NCO in charge of Detention shall afford the prisoner three options (unless exigent circumstances exist that would jeopardize the safety of the public or member):
 - Search to be conducted by male officers only;
 - Search to be conducted by female officers only; or
 - Search to be conducted by a male and female officer (e.g. male officer searches the individual from the waist down and the female officer searches the individual from the waist up).
- All strip-searches must be conducted in privacy at Detention, unless exigent circumstances exist that would jeopardize the safety of the public or member.
- 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.
- Searching members must ensure that an Occurrence Report is left outlining the reasons for, and the manner in which, the strip-search was conducted.

iii) Are there specific protocols on cross-gender body and strip searches involving minors?

Prior to placing a prisoner in a detention cell, a detention member carries out a complete and thorough search of the prisoner with assistance from, and in the presence of, the arresting/escorting member. Whenever possible, prisoners are searched by members of the same sex as the prisoner.

Protocol for searching minors is the same as an adult prisoner.

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

The arresting/escorting member conducts a cursory search of the prisoner before placing the prisoner in the patrol car. Wherever possible, the search is conducted by a member of the same sex as the prisoner. In SPS policy and procedure, a strip-search is defined as a thorough search and examination of a person's clothing and a visual inspection only of the body, including the genital and anal area without physical contact. Strip-searches must be conducted in a reasonable and respectful manner. The intrusion must be proportionate to the searches' objectives and situation.

Although permissible as an incident to arrest, strip-searches are presumptively unreasonable, and the onus lies on Police to justify them.

Prisoners will NOT be strip-searched, with the following exceptions:

- Less intrusive means of recovery of the evidence is unavailable; and
 - Where there are reasonable grounds to believe a weapon is concealed on the person and a search is necessary in the interests of safety upon a lawful arrest to prevent injury, death or escape;
 - For the preservation or detection of evidence where there are reasonable grounds to believe it exists and is concealed upon a lawful arrest. The evidence sought must relate to the reasons for the arrest.
- Strip-searches must be incidental to the arrest, and reasonable grounds must exist independently from the grounds for the arrest itself.
- Strip-searches must be authorized by the NCO in charge of Detention, unless exigent circumstances exist.
- A strip-search must be performed by a member of the same sex as the prisoner; unless exigent circumstances exist that would jeopardize the safety of the public or member. In cases where a person self-identifies as Transsexual or Transgender, NCO in charge of Detention shall afford the prisoner three options (unless exigent circumstances exist that would jeopardize the safety of the public or member):
 - Search to be conducted by male officers only;
 - Search to be conducted by female officers only; or
 - Search to be conducted by a male and female officer (e.g. male officer searches the individual from the waist down and the female officer searches the individual from the waist up).
- All strip-searches must be conducted in privacy at Detention, unless exigent circumstances exist that would jeopardize the safety of the public or member.
- 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.
- Searching members must ensure that an Occurrence Report is left outlining the reasons for, and the manner in which, the strip-search was conducted.

v. **What precautions are in place to prevent sexually inappropriate behavior by Police Officers?
What measures are in place to respond to these allegations?**

The Saskatoon Police Service is committed to preventing and redressing all forms of discrimination and harassment. The exhibition or expression of bias, hate, prejudice and sexual or racial harassment to a member of the public or an employee will not be tolerated. The Service will actively pursue this objective by:

- Protecting all persons against discrimination and harassment in the provision of services and in employment, and providing corrective action when this commitment is violated;
- Ensuring adherence to, and enforcement of, established codes of conduct for police behaviour;
- Ensuring that all employees are aware a violation of this code can result in discipline, ranging from counseling to dismissal and legal charges; and
- Ensuring that management, at all levels, realize their responsibility for the prevention and/or redress of harassment and discrimination.

The Saskatoon Police Service is committed to a complaint process to receive, investigate, and redress perceived inequality and/or discriminatory treatment by any of its employees. Complaints Against SPS Members Complaints against SPS members must be handled in accordance with Part IV, Section 38 of The Police Act, 1990 and The Municipal Police Discipline Regulations, 1991. To comply with this requirement and ensure serious matters receive prompt attention, and to ensure readily resolvable concerns and information inquiries do not develop into formal complaints, the following procedures will apply:
When citizens wish to question the conduct or actions of a member and indicate they may want to initiate a complaint against a member:

- The supervisor of the area where the inquiry is received, regardless of where the matter originated, will speak to the citizen to establish whether the matter is suitable for immediate informal resolution by a supervisor or, if the citizen wishes the matter to be a formal complaint. If the matter can be properly dealt with at this point and resolved, with the citizen's express agreement, no further formal action will be necessary. In such cases, the supervisor shall document the occurrence;
- Where the matter is not concluded as in Paragraph 1), the supervisor will explain the provisions of The Police Act, 1990 to the citizen, stressing the necessity that the complaint must be in writing and signed where practical;
- Any serious complaints, including all complaints that allege criminal misconduct, will be documented in any case and forwarded to the Professional Standards Division.

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

Sections 25, 26 and 27 of the *Criminal Code of Canada* provide police officers with protection if they have to resort to the use of force. However, this protection is conditional. Officers must be able to justify their actions, as the Code also makes police officers responsible for any excessive force used.

The level of force applied in direct response to the subject's level of resistance. Therefore, it is the subject who determines how much force is used by the police in any situation. Section 1 Chapter B of SPS Policy and Procedure sets out the following Use of Force guidelines:

- Members shall not resort to the use of force unless such use is necessary in the execution of their duties as peace officers and this purpose cannot reasonably be accomplished by less violent means.
- The decision to use force and the amount applied is made by the member involved in direct response to the level of the suspect's resistance.
- Members may not use any more force than is necessary under the circumstances to accomplish their lawful objectives.
- During an arrest, members shall use no more force than is necessary to overcome any resistance that may be offered and to ensure the safe custody of a prisoner.
- The use of deadly force against a person who takes flight to avoid lawful arrest can only be justified if the failure to take such action would, on reasonable grounds, result in death or grievous bodily harm to any other person. If such a threat is not imminent, a less violent means must be utilized.

The National Use of Force Model is used by members of the Saskatoon Police Service as a training reference tool for explaining their actions and decision making. It is a tool to facilitate understanding and articulation of the events associated with an incident involving a member's use of force.

According to the use of force model, the appropriate level of force that would be used for someone who is deemed cooperative would stop at verbal commands. Someone resisting arrest, depending on the level of resistance, could range from soft control techniques to deadly force.

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

SPS policy and procedure states a strip-search must be performed by a member of the same sex as the prisoner; unless exigent circumstances exist that would jeopardize the safety of the public or member. In cases where a person self-identifies as Transsexual or Transgender, NCO in charge of Detention shall afford the prisoner three options (unless exigent circumstances exist that would jeopardize the safety of the public or member):

- Search to be conducted by male officers only;
- Search to be conducted by female officers only; or
- Search to be conducted by a male and female officer (e.g. male officer searches the individual from the waist down and the female officer searches the individual from the waist up).
- In the event the arresting/booking officer is unsure of gender identity, the officer may ask the detainee the questions set out in the prescribed form below:

The permitted questions are as follows:

- is your gender identity in line with what is on your identification documents?
 - if your gender identity is different from what is on your identification documents, what gender (if any) do you identify as?
 - do you have any previous names or aliases that we should be aware of? What name and pronouns do you prefer?
 - for the purposes of the search, what gender of officer would be appropriate to your physical anatomy?
- Where the officer continues to have serious reason to doubt the prisoner's self-identification, the officer shall defer to the supervisor for a final determination.
 - Based upon the answers to the above questions, persons whose gender ID that is not in line with their identification documents shall be housed in a cell in a range where other prisoners of the same gender identity are kept. In all cases, those prisoners whose gender ID that are not in line with their identification documents shall be housed individually.

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

Protocols for use of O.C Spray and Tasers are outlined in Chapter 1, Part B in the Saskatoon Police Service Policy and Procedure manual.

- Members will not be issued with, or be allowed to carry, O.C. spray until they have successfully completed the Saskatchewan Police College approved training course. The course consists of four (4) hours of classroom and practical training. Members will be qualified annually.
 - O.C. Spray is an intermediate weapon and any use must be justified. It must only be used where a member has a reasonable belief that the circumstances are such that control or defensive action is necessary because the safety of a member, subject, or victim is in jeopardy or when there is threatened or actual resistance to a lawful arrest.
 - When a member uses O.C. Spray, they shall follow the proper Use of Force reporting procedures unless the spray was used exclusively for protection from an animal attack.

- O.C. Spray shall, except in extreme circumstances, not be used against in-custody persons who are restrained by handcuffs or confined in police cells. Any use of O.C. Spray in these situations must be justified and reasonable under the circumstances. It will be considered as excessive use of force where the circumstances do not justify the use of O.C. Spray.
- The CEW is deemed an intermediate weapon and any use must be in conjunction with policy and guidelines on the Use of Force. It is the responsibility of each member to be familiar with this policy and other corresponding policies.
- The CEW is not intended to be used as a substitute for lethal use of force.
- The CEW can be used in the following ways:
 - As part of officer presence and control:
 - by drawing the CEW, presenting, and using verbal commands/dialogue to obtain voluntary compliance; or
 - by pointing the CEW at the subject and providing verbal commands/dialogue to gain compliance.
 - If officer presence and control with the CEW has failed, or if the situation requires an immediate response, the member may choose to engage the subject with the weapon:
 - By discharging the CEW while it is in direct contact with the subject; or
 - By deploying the CEW probes at the subject and discharging it while the probes are in contact with the subject;
 - When using the CEW, the target area is the center of body mass. Members shall avoid aiming at the head, genitalia, or neck;
 - Where operationally feasible, medical assistance should be sought before discharging a CEW in any situation where the member believes there is a high risk or probability of significant harm, danger or medical distress. Examples of these situations include; but are not limited to, discharge against
 - an emotionally disturbed person;
 - an elderly or frail person;
 - a person who the officer has reason to believe is pregnant, young children; or
 - a person who the officer has reason to believe has a medical condition that may be worsened because of CEW discharge (e.g. heart disease, implanted pacemaker or
- Use of specially trained Police Service Dogs for law enforcement responsibilities constitutes a real or implied use of force. In this, as in other cases, members may only use that degree of force that reasonably appears necessary to apprehend or secure a suspect as governed by Use of Force policy (Part 1, Chapter B of this manual).

All Police Service Dogs are trained to apprehend under three conditions:

- In the event the Handler is being assaulted, the Police Service Dog responds by engaging the assailant without being commanded to do so;
- In the event the Police Service Dog is attacked or threatened with attack, the Police Service Dog engages without being commanded to do so;
- The Police Service Dog apprehends when commanded by the Handler to do so, under circumstances where:
 - A weapon is involved;
 - There is indication that injury could occur to any person, or the life of any person is in danger, including that of the Handler or his Police Service Dog;
 - A serious crime has been committed, the suspect is attempting to escape capture and refuses to stop when orders to do so by the Handler; or
 - A serious crime has been committed; the suspect is being actively resistant or non-compliant and attempting to conceal himself in a manner to evade capture, and refuses to surrender himself when ordered to do so by the Handler.

Prior to deploying the Police Service Dog to apprehend a suspect, a warning need not be given if it is believed that it would increase the danger to the Handler or his Police Service Dog. As with any other use of force type situation, the Handler may be required to justify their actions in court.

- In all instances where a Police Service Dog is deployed in a tactical situation, an Investigation Report to the original incident is submitted by the Dog Handler. The report outlines the circumstances surrounding the incident and all involvement of the Dog Handler and the Police Service Dog.
- The importance of proper training for Police Service Dogs and their Handlers factor heavily in many court decisions. For this reason, each Dog Handler keeps and maintains an up-to-date dossier on their Police Service Dog, inclusive of the dog's history, training and performance evaluation records, and medical profile.

ix. What protocols exist for responding to domestic calls?

The protocols for responding to a Domestic Violence call are set out in Part 2, Chapter C of the Saskatoon Police Service (SPS) Policy.

Domestic Violence is defined as any verbal, physical or sexual act of an abusive nature by one person against the other in an intimate partner relationship. The following is a summary of the protocols in place for responding to a call of Domestic Violence:

- SPS Communication's staff will establish the conditions of the call and dispatch a minimum of two (2) members to the call.
- Members approaching the scene will take precautions prior to entering the residence to ensure officer and public safety.
- If admission into the residence is refused, members may forcibly enter the residence only if they have reasonable grounds to believe that a serious assault endangering the life or limb of a person is in progress or about to be committed.
- Once inside, members will identify the dominant aggressor and separate the parties. They will determine if there are any weapons that are accessible to the aggressor.
- Members are to remain impartial and not take sides and will attempt to peacefully resolve the problem.
- If it is necessary to make an arrest, members will secure the aggressor so that the offence can be investigated, ensure public safety, and prevent the commission or continuation of an offence.
- In all cases of assault, threats and similar offences arising out of a domestic dispute, where there are reasonable grounds to believe an offence has been committed; members must lay the appropriate charge.
- Where there are occasions that a member believes an assault is about to be committed, the aggressor will be arrested pursuant to Section 495(1)(a) of the *Criminal Code*, bearing in mind that they must be released subsequent to Section 503(4) of the *Criminal Code* when the continued detention to prevent the offence is no longer required.

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

It is the duty of all members to ensure the well-being and safety of all victims of domestic violence. The protection that is provided is generally through court imposed conditions. If there is an immediate requirement for protection, an Emergency Intervention Order may be made at the time of an incident and can include:

- Restraining the offender from contacting or communicating with the victim or member of the victim's family;
- Granting victim exclusive possession of the home;
- Directing the police to remove the abuser from the home;

- Directing the police to supervise the removal of personal belongings;
- Other conditions necessary to ensure the immediate protection of the victim.

In any other case, when a charge is laid and the accused is released from custody, conditions are placed on the accused by either the Officer in Charge, a Justice or Judge of a Provincial Court, that the accused shall not contact, nor communicate directly or indirectly with the victim to ensure their safety.

The SPS also has three (3) Domestic Violence Court Case workers and a Victim Services unit that work directly with victims of domestic violence to ensure they understand these processes and their rights and levels of protection. The Domestic Violence Court Cases workers are trained specifically to victims of intimate partner violence.

xi. Is there specific policy on dual arrests in domestic violence cases?

Though there is no specific policy the practice is that if there are reasonable grounds to believe that both parties have committed a criminal offence on each other, charges will be laid on both and the information's will be brought before the court.

xii. What, if any, specific measures has your Police service taken to address the issue of missing and murdered indigenous women?

The Saskatoon Police Service has very few reports of Missing and murdered indigenous women or girls. There is one outstanding missing indigenous woman that went missing in 1992. This investigation is still open and the Saskatoon Police Service, Missing Person Task Force is collecting any new information and evidence in efforts to resolve this case.

The investigation and resolution of missing person cases are an important responsibility of the Saskatoon Police Service. The difficult problems surrounding missing person cases demand a prompt, informed and uniformed response. The Saskatoon Police Service has no waiting period required before a person can be reported as missing. The Saskatoon Police Service will accept a missing person report regardless of the known or suspected location from which a person has gone missing. The missing person investigation is immediately addressed by the officers in the Patrol Division. After 4 days, if the missing person is not found, the file is sent for follow-up to the Missing Person Detail. If there are any suspicious circumstances, the investigation is

immediately forwarded to the Major Crime Unit upon the Saskatoon Police Service receiving the report.

The Missing Person Detail not only deals with investigating missing person files, but also assists patrol with missing person files within the first 4-day period of the investigation. Information and addresses are provided to patrol members to check for these subjects, as well as access to a database of previous history, friends, Social Workers, etc. The Missing Person Unit will also assist the Major Crime Unit if there when they are assigned the investigation.

The Saskatoon Police Service will support and assist with Missing persons investigations originating outside of Saskatoon Police Service jurisdiction. If it is outside the jurisdiction it will be forwarded to the police service of jurisdiction for investigation. The Saskatoon Police Service believes it is imperative that missing person investigations be given appropriate priority and the investigations done thoroughly.

xiii. 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.

The Saskatoon Police Service, partners with several groups to address issues in the community.

- The Elder's Teaching sessions have been offered in relation to the Truth and Reconciliation Commission 94 Calls to Action.
- Several partnerships have been entered into:
 - Gordon Tootoosis Nikanaiwin Theatre
 - Saskatoon Public Library:
 - i. They are part of the Reconciliation Saskatoon group, which SPS is also a part of
 - ii. An SPS member on their Aboriginal Advisory Committee which meets approximately every 2 months.
 - iii. SPS is involved in a partnership with Saskatoon Public Library and Saskatchewan Indian Institute of Technology(SIIT) and Saskatoon Health Region regarding client interventions
 - Saskatchewan Indian Institute of Technology(SIIT):
 - i. curriculum development committee. An SPS is part of this committee which meets monthly to assist with the curriculum planning and development of the new program Mental Health and Wellness diploma program which began in September 2016 as a pilot. This program replaced the Community Services Addictions program and 120+ students applied for the new program. On the first day of classes, 24 students registered.
 - ii. Indian Residential School/Truth and Reconciliation Commission Calls to Action—SIIT has developed a curriculum they want to deliver to all of their staff and students throughout the province. They have chosen 3 facilitators to deliver

the program as a pilot project. They have approached SPS for a member to be one of these facilitators as a partnership opportunity.

- Saskatchewan Polytechnic—The Cultural Resource Unit partnered with SK Poly on 2 separate occasions for a tipi raising and pipe ceremony. The first event was on May 13 and the second event will be on September 22, 2016. This continues to be a positive working relationship.
 - Correctional Services of Canada, Aboriginal Initiatives wants to work with SPS on bringing a Walk for Reconciliation to Regional Psychiatric Centre which is a federal forensic hospital. Initial meetings will begin within the near future and the Warden at Regional Psychiatric Centre has already agreed for such an event to take place. Date to be determined.
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- Reconciliation Saskatoon is a group of 30+ agencies and organizations that worked together in the Spring to organize and inform the Saskatoon community about events around the Year of Reconciliation that was declared by the City of Saskatoon. This culminated in a Walk for Reconciliation on June 22 which was attended by 1000+ people. This group will continue to meet in the future to ensure that the subject of Reconciliation continues to be a subject of events and workshops and that Reconciliation will continue to be a topic not forgotten by the community and its organizations.
 - SPS also began a partnership of 6 organizations that are interested in working together to plan and host a Prairie Symposium on Racial Inclusion. A couple of meetings have taken place and more will be scheduled in the future. This event will take place in the Spring or Fall of 2017.
 - The SPS has begun a policy review whereby terminology has or will be changed from Aboriginal to Indigenous, as per the spirit of the Truth and Reconciliation Commission 94 Calls to Action.
 - The Chief's Elders Advisory Committee—which meets 4 times per year. .
 - MMIW memorial—SPS has developed relationships with STC (Saskatoon Tribal Council) in order to continue facilitating the MMIW memorial which will be installed at SPS. SPS has an Aboriginal Recruitment position within the Cultural Resource Unit and this person continues to work throughout the province on recruitment of Indigenous persons from all areas.
 - The SPS has a designated Missing Person Liaison who works within the Victim Services office, and this position not only works with Indigenous families, but all families with missing family members.
 - The Indigenous Relations Consultant acts as a liaison for Indigenous people who may have concerns or complaints with their Police matters.
 - The Cultural Relations Unit has been and continues to be on the pow wow Committee for the FSIN pow wow, which is a major event in the City every year. We then offer policing services to the pow wow as an in-kind donation.

- **Saskatoon Police Peacekeeper Cadets:** This program was developed when we recognized the need to connect with kids younger than 12 years old because kids were being recruited into gangs and a criminal lifestyle at a younger age. This program took the place of the Peacekeeper Leadership Development Program, which had run for several years prior in partnership with the Saskatoon Tribal Council and the John Howard Society. The new Cadet program is held once per week out of Princess Alexandra School. We get support from the Dreambroker Program and the Saskatoon Public School Division.
- **Race Against Racism:** This year we hosted the 6th Annual Race Against Racism. Close to 400 people participated in the run and nearly 100 people were there to support and volunteer. Money raised goes to a local charity; a different one every year. We also "Cram the Cruiser" with food donations at this event. Food goes to the food bank.
- Every March we commemorate the International Day for the Elimination of Racial Discrimination by hosting the Saskatoon Police Service Diversity Breakfast. Community members from all sectors are invited. The Saskatoon Open Door Society and the Saskatoon Police Service present students with a scholarship at this event.
- SPS hosts quarterly meetings with our Saskatoon Police Advisory Committee on Diversity (SPACOD). The purpose of this group is to provide a direct conduit for information exchange between community groups and the Saskatoon Police Service.
- Similar to SPACOD, the Youth Advisory Committee (YAC) was formed to provide an opportunity for youth in the city to bring forth their concerns regarding police, and to do this in a safe space.
- **Lunch and Learns:** We host other training sessions beside the Elder's Teachings. These would generally be done in conjunction with one of the city's settlement agencies.

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

Prior to detaining persons in SPS Detention, members must consider all other options. Only when all other options have been exhausted should the member detain the intoxicated person in Detention. Bringing intoxicated persons into Saskatoon Police Detention should be a last resort. When intoxication is the only reason for detention, (i.e. there are no warrants or charges), members must make the following efforts before bringing an intoxicated person into

- Attempt to find a sober person in which to release them to. If released to another person, have that person sign your notebook as to acceptance of the intoxicated individual. The person accepting the intoxicated individual must be 18 years of age or older;
- If there is no one to accept responsibility of the intoxicated individual, contact the Brief Detox Unit (BDU) at 201 Avenue O South. This Unit is operated by the Saskatoon Health Region and is staffed by Emergency Medical Technicians, counseling personnel, cultural workers and others;
- If the BDU is at full capacity or the arrest is violent, they are to be brought to Detention. If the intoxicated person is brought to Detention, the arresting member(s) must articulate to the Detention Sergeant and in the Occurrence Report, the reasons as to why the BDU was not used.

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

The Adult Diversion programs provide an alternative to the traditional court process for adults facing criminal charges. Programs offer offenders opportunities to affect reparation to victims and community within a structured, publicly accountable program which is sensitive to cultural diversity.

The Alternative Measures Program (AMP) will allow all SPS members, Loss Prevention Officers (LPOs) and Security Officers to recommend adult and youth accused person(s) to participate in diversionary programming via Alternative Measures or Extra Judicial Sanctions.

This program will increase the number of adults/youth that will participate in diversionary programming, and will be in partnership with:

- Community Loss Prevention Officers and Security Officers;
- Saskatoon Provincial Crown Prosecutors;
- Saskatoon Federal Crown Prosecutors;
- Ministry of Justice - Corrections and Policing;

- Saskatoon Community Mediation Services (Adult programming and pilot EJS Coordinator);
- Saskatoon Tribal Council, John Howard Society, Valley West (Youth Mediation/EJS service providers).

Saskatoon Police Service, along with the Saskatoon Tribal Council, the Federation of Sovereign Indian Nations, and the Saskatoon Health Region, joined to form an official action accord to find alternative responses to public intoxication in Saskatoon. As a result of the accord, a stabilization unit was created and funded by the province of Saskatchewan as an alternative to putting intoxicated persons in police cells.

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

The Saskatoon Police Service Cultural Resource Unit, which consists of five resource officers, partner with several organizations throughout the community. The following are indigenous groups that the Saskatoon Police Service are currently partnered with:

- Elder's Teaching sessions- The response for these sessions has been extremely positive and they have been offered in relation to the Truth and Reconciliation Commission 94 Calls to Action.
- Saskatchewan Polytechnic—The Cultural Resource Unit partnered with SK Poly on 2 separate occasions for a tipi raising and pipe ceremony. The first event was on May 13 and the second event was on September 22, 2016. This continues to be a positive working relationship.
- The Chief's Elders Advisory Committee
- Reconciliation Saskatoon is a group of 30+ agencies and organizations that worked together in the Spring to organize and inform the Saskatoon community about events around the Year of Reconciliation that was declared by the City of Saskatoon. This culminated in a Walk for Reconciliation on June 22 which was attended by 1000+ people. This group will continue to meet in the future to ensure that the subject of Reconciliation continues to be a subject of events and workshops and that Reconciliation will continue to be a topic not forgotten by the community and its organizations.
- The SPS has a designated Missing Person Liaison who works within the Victim Services office—and this position not only works with Indigenous families, but all families with missing family members.
- The Indigenous Relations Consultant acts as a liaison for Indigenous people who may have concerns or complaints with their Police matters.

- The Saskatoon Police Service Cultural Diversity Unit, hosts quarterly meetings with our Saskatoon Police Advisory Committee On Diversity (SPACOD). The purpose of this group is to provide a direct conduit for information exchange between community groups and the Saskatoon Police Service.
- Similar to SPACOD, the Youth Advisory Committee (YAC) was formed to provide an opportunity for youth in the city to bring forth their concerns regarding police, and to do this in a safe space.

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

The Saskatoon Police Service currently employs 65 sworn members who have self-identified as being indigenous people. We also have within our service several different sections that can, and do, liaise with the indigenous community on a regular basis, including when they are within the police headquarters. Some of these sections include:

- Cultural Resource Unit – consists of 7 full time police and civilian staff
- Indigenous Recruiting Officer – 1 full time constable
- Community Liaison Unit – consists of 3 full time police members
- Victim Services – consists of 6 full time police and civilian staff – 2 Indigenous Victim Services Workers – 1 Indigenous Missing Persons Liason.
- The SPS also has a very close working relationship with the Linklater family, who provide elder advice and consultation
- The SPS has an extensive interpreter program, offering services in several different languages, including our local indigenous languages

xviii. Kindly elaborate on your indigenous candidate recruitment strategy and provide details on the number of indigenous men and women currently employed by you police service as well as the number employed over the last 5 years.

SPS has an Aboriginal Recruitment position within the Cultural Resource Unit and this person continues to work throughout the province on recruitment of Indigenous persons from all areas. The Indigenous Recruiting Constable is responsible for the recruitment of qualified applicants for the position of Police Constable with the Saskatoon Police Service. The Indigenous Recruiting Constable's recruiting strategy is as follows:

- To target suitable Indigenous candidates to a career in policing by attending career fairs and other community events to also provide information to attendees on police officer careers, requirements as well as the application process.
- To continue to build partnerships with the many Indigenous Communities throughout the Province of Saskatchewan

- To travel to the many Indigenous communities within the province of Saskatchewan to provide career presentations, career fair displays, and recruit suitable Indigenous Men and Women to a career with the Saskatoon Police Service.
- Liaise with the Saskatchewan Polytechnic's Aboriginal Policing Preparation Program (3 campuses – Saskatoon, Regina and Prince Albert) and ABJAC Program at the University of Saskatchewan.
- Liaise with Indigenous groups to provide them with an understanding of each step in the recruiting process at the Saskatoon Police Service.
- Represent the Saskatoon Police Service on the Saskatchewan Police Aboriginal Recruiting Committee (SPARC).
- Represent the SPS at the Treaty 4 Citizen's Police Academy. A 1 week interactive program designed to further enhance a participants skillset as well as provide recruiters an eye view of potential police applicants.
- Organize the annual Saskatoon Police Service showcase event. This annual event is organized in such a way that showcases the Saskatoon Police Service in order to attract more Indigenous men and women to a career with the Saskatoon Police Service.
- To mentor/advise suitable Indigenous Men and Women during the application process (where applicable).
- To perform practice testing sessions either at the Saskatoon Police Service or at remote locations within the province. These practice testing session provide the participant with the exposure and to better prepare themselves for the actual SIGMA test (first step in the application process).
- To maintain (as well as foster) relationships with Indigenous people and elders, Leaders of Indigenous government and organizations, Federation of Sovereign Indigenous Nations Officials, Métis Nation of Saskatchewan Officials, University/Post-secondary staff, Federal and Provincial agencies, Other police agencies, Tribal councils, Indigenous Businesses, Indigenous Peoples who aspire to police careers, Educational Institutions.
- Instructor/facilitator with the Saskatoon Police Service Peacekeeper Cadet program. To showcase the SPS in a more positive light to the inner city indigenous youth of Saskatoon and further plant the seeds of future budding and potential police officers.

Accountability

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

The Saskatoon Police Service is committed to a complaint process to receive, investigate, and redress perceived inequality and/or discriminatory treatment by any of its employees. Complaints Against SPS Members Complaints against SPS members must be handled in accordance with Part IV, Section 38 of The Police Act, 1990 and The Municipal Police Discipline Regulations, 1991.

Within the Saskatoon Police Service, all discipline is determined by the Chief of Police. The discipline is determined by the nature and specifics of the allegations. Non-disciplinary action could include coaching, or future advice to conduct, and disciplinary action could include remedial orders, suspension, to demotion or dismissal.

- ii. **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 Saskatoon Police Service utilizes a rigorous screening strategy to ensure our recruits exemplify our core values of honesty, integrity, commitment, compassion, fairness, respect and professionalism. The process includes the following stages:

1. Written application and personal disclosure form
2. SIGMA(Mental Abilities Test for Recruiting)
3. POPAT(Police Officers Physical Abilities Test)
4. Preliminary interview and review of personal disclosure form
5. Psychological examination
6. Polygraph test
7. Reference checks – 5 professional and 10 personal
8. Final panel interview
9. Medical

Throughout this process, the candidate interacts with a number of different police officers. Some of these officers also spend a considerable amount of time on the telephone speaking to references and on social media seeing what each candidate posts. This time is of significant value, as it reaches into the candidate's work and private life, where any evidence of bias should be revealed.

- iii. **Please outline the disciplinary action taken if an officer is found to have conducted and unjustified body or strip search?**

The specifics of the circumstances would dictate the disciplinary action taken by the Chief. Would be the same as question (i) above

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

Police officers in the Saskatoon Police Service are not subjected to drug testing.

- v. **What percentage of police officers on your force wear body cameras? What protocols exist regarding the use of these cameras and to what extent do officers have discretion on when to turn off the camera?**

The Saskatoon Police Service currently do not use body worn cameras.

- vi. **What percentage of police vehicles within your jurisdiction have GPS tracking devices? What protocols exist regarding the use of these devices? Is the GPS tracking information logged and, if so, for how long?**

The Saskatoon Police Service has GPS in all operational marked and unmarked vehicles. The Service utilizes the in-car GPS for several reasons including increased officer safety, enhancing the deployment of resources, and the creation of records related to call load management. It is imperative that the GPS be functioning properly to assist members in carrying out their duties.

To ensure our GPS remains effective and beneficial to our members, those persons using a GPS equipped unit, the Detention/Communications Sergeant and Communications personnel must work together. Procedures for ensuring the GPS is effective and operational are outlined as follows:

Members using a GPS equipped unit:

- Members will ensure their in-car GPS is not obstructed or covered by any material as its effectiveness could be compromised;
- Members will also not unplug, tamper with, damage, or otherwise render the GPS inoperable or ineffective;
- Members will also ensure that their Mobile Work Station (M.W.S.) is properly mounted in their vehicle when not being used externally;

If a GPS malfunction occurs, the user will be notified as they will be prompted every five (5) minutes by the MWS. The GPS icon (World Globe -- bottom left side of MWS screen) will also indicate a red "X" on it if the system is malfunctioning;

- When a malfunction occurs, check that the GPS and MWS are properly connected. If the problem is not corrected, notify Communications and attempts will be made to restart the Communications software. Members should then also reboot their MWS;
- If the GPS is still malfunctioning, exchange Mobile Work Stations. If switching the MWS resolves the problem, a Notebook Maintenance Request (SP4-40) should be submitted with the original malfunctioning MWS to Property Control.
- If the problem persists, contact the Detention/Communications Sergeant who will call Technological Services staff if deemed necessary.
- Members will not park GPS equipped vehicles for an extended period of time in the Detention sally port or the K-9 vehicle bay areas of the Headquarters building. These areas do not have a GPS updater and will result in the GPS being shut down.

Detention/Communications Sergeant and Communications Personnel:

- The Communications Section is responsible for monitoring the GPS and will report any inconsistencies or problems with its operation to the Detention/Communications Sergeant. Communications will be advised of a GPS malfunction as the malfunctioning unit will be highlighted in yellow on the GPS Display.
- The Detention/Communications Sergeant will then log the details of these problems or inconsistencies in their officer notebook in the event this information is challenged in court. Inconsistencies or problems will also be automatically logged by the computer database.

All GPS data is currently logged and has been stored since 2004, when GPS was introduced.

- vii. **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 police cameras.**

Saskatoon Police Service Headquarters is equipped with video cameras in all areas the building that the public has access to. This includes the entire perimeter of the building, the lobby and the service center, detention and sally port, all hallways and common areas throughout the buildings. Areas of the building that are not covered by cameras are offices and bathrooms. All operational police vehicles have rear facing cameras that activate when a rear door is opened. A detained person in the rear of the vehicle is recorded at all times with both audio and video in the police vehicle.

- viii. **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 an arrest or in detention.**

This would be the same as question (i), however there is now a criminal component that would be address through the courts. The criminal aspect would be investigated/prosecuted first. At the conclusion of the criminal trial (depending on the outcome of the trial) a Police Act investigation would take place.

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

Public Complaints are recorded on a separate and non-accessible to general membership system. A Public Complaint is NOT shown on an individual's police record. Any attempts at complainant retaliation would warrant a new Police Act investigation (possible Criminal investigation).

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

Complaints against SPS members must be handled in accordance with Part IV, Section 38 of The Police Act, 1990 and The Municipal Police Discipline Regulations, 1991. To comply with this requirement and ensure serious matters receive prompt attention, and to ensure readily resolvable concerns and information inquiries do not develop into formal complaints, the following procedures will apply:

- When citizens wish to question the conduct or actions of a member and indicate they may want to initiate a complaint against a member:
 - The supervisor of the area where the inquiry is received, regardless of where the matter originated, will speak to the citizen to establish whether the matter is suitable for immediate informal resolution by a supervisor or, if the citizen wishes the matter to be a formal complaint. If the matter can be properly dealt with at this point and resolved, with the citizen's express agreement, no further formal action will be necessary. In such cases, the supervisor shall document the occurrence;
 - Where the matter is not concluded as in Paragraph 1), the supervisor will explain the provisions of The Police Act, 1990 to the citizen, stressing the necessity that the complaint must be in writing and signed where practical; 3) Any serious complaints, including all complaints that allege criminal misconduct, will be documented in any case and forwarded to the Professional Standards Division.

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

The Saskatoon Police Service has an Indigenous Relations Consultant who acts as a liaison for Indigenous people who may have concerns or complaints with their Police matters. The following resources are available to the public to help guide people through the complaints process:

- Police Website
- Government of Saskatchewan- Justice
- FSIN(Federation of Sovereign Indigenous Nations) Website
- SPS Service Center and Courthouse have pamphlets with details on how to make a complaint.

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

The Saskatoon Police Service has an Indigenous Relations Consultant, which acts as a liaison for Indigenous people who may have concerns or complaints with their Police matters. Also the service has a cultural diversity unit and has created a diversity training component through Saskatchewan Police College for all members.

- xiii. **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 Saskatoon Police Service has partnered with Indigenous members of our community to offer Elder's Teaching sessions. The response for these sessions has been extremely positive and they have been offered in relation to the Truth and Reconciliation Commission 94 Calls to Action. The Chief's Elders Advisory Committee, which meets 4 times per year, has had input, and assisted in teaching courses at the Saskatchewan Police College.

A comprehensive diversity component was added, and attended by all staff. The training component was administered by Aboriginal Consulting Services, with an Indigenous reporter from the newspaper, the Eagle Feather, teaching the content.

Training

- i. **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 the training as well as how frequently officers are required to take a refresher course.**

Members receive initial Domestic Dispute scenario training in Recruit Training at the Saskatchewan Police College. Subsequent scenario training is provided in various in-service training such as the Operational Investigators Course.

There are times when funding and staffing is opportune that members from the Domestic Violence Assault Unit will be sent to specialized training in other jurisdictions such as the Crimes Against Women Conference in Dallas, Texas, the Domestic Homicide Course in Calgary, Alberta, or the Domestic and Family Violence Conference in Edmonton, Alberta. Members are sent to courses like these when there is an opportunity to attend and funding is available.

- ii. **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.**

Dispute resolution is not a specific course that is labeled and taught. Rather, it is a part of many different aspects of policing, therefore not considered a stand-alone course. Dispute resolution is taught hand in hand with de-escalation techniques and effective communication.

Officers do not receive formal anger management training. Officers are in a perpetual state of supervision and work closely with their peers, right from the recruit college through to every aspect of policing. As such, their interactions with others is monitored and sometimes documented. In cases where anger issues arise the Saskatoon Police Service is proactive in getting officers the help they require to deal with excessive anger. This assistance is often progressive in nature, beginning with peer counseling, supervisory reviews, mentorship and advice to future conduct. In cases where the anger is significant and not managed effectively, officers can and are required to seek professional help through our Employee & Family Assistance Program. There is a marked difference between an officer becoming angry and having the ability to manage and control that anger.

In Saskatchewan, de-escalation training is received throughout many disciplines of policing. We have not adopted a philosophy that de-escalation is a "course" that you take. Rather, it is a way of thinking and woven into the fabric of policing as a whole. In Saskatchewan, officers have a relatively low number of violent confrontations with the public due to the foundational principles of a de-escalation mindset in everything we do. At the Saskatchewan Police College, recruits receive the following training that includes some of the de-escalation training received:

- Communication Skills – 22 hours
- Police Officer Safety Training – 60 hours
- Defensive Tactics – 81 hours
- Scenario Training – timings vary

- iii. **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.**

Saskatoon Police Service members are offered a four day cultural relations course that designed to develop and reinforce the 'cultural relations' skills of law enforcement personnel. Through it, officers develop both greater interpersonal skills and an understanding of the diverse racial and ethnic groups with whom explores the diverse issues which underlie race and ethnic relations in general and cross-cultural encounters with police specifically. Special attention is given to identifying the concerns and needs of the North American Aboriginal population.

The following is the main content of the course:

- Role of Cultural Relations Units
- Canadian Border Services Agency
- Islam/Muslim
- Traditional Aboriginal Protocol in Policing
- Hate Crime
- Missing and Murdered Aboriginal Women
- African Cultures and Immigrants
- Treaties and Contemporary Issues
- GLBT Awareness
- Cultural Relation Course Quiz .

The Saskatoon Police Service Cultural Resource Unit has teamed up with Indigenous Elders in the community to offer Elder's Teaching sessions. The response for these sessions has been extremely positive and they have filled up very quickly after putting out the posters for them—both sessions. These sessions have been offered in relation to the Truth and Reconciliation Commission 94 Calls to Action.

Data Request

i. **Number of police interactions with documented use of force, percentage by gender.**

SPS reports on Use of Force Incidents by type of force used, not by personal details.

ii. **Number of police interactions with documented use of force, percentage of those that are with indigenous people, and of those the percentage with indigenous women?**

SPS reports on Use of Force Incidents by type of force used, not by personal details.

iii. **Percentage of indigenous women arrested who were charged with resisting arrest or obstruction of justice (under sections 120 or 270 of the Criminal Code of Canada); percentage of non-indigenous women arrested who were charged with resisting arrest or obstruction of justice.**

	2012	2013	2014	2015	Jan-Oct 2016
Total	20	9	23	23	17
Female	1	2	5	2	3
Indigenous Female	0	1	5	2	1
% Female	5.0%	22.2%	21.7%	8.7%	17.6%
% Indigenous Female	0.0%	11.1%	21.7%	8.7%	5.9%

iv. **Number of police interactions with documented strip searches, percentage by gender.**

Strip searches are a rare occurrence in SPS detention, and

v. **Number of police interactions with documented strip searches, percentages of those that are with indigenous people, and of those the percentage with indigenous women?**

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

vii. **Number of police officers suspended with pay in your police service.**

1

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

0

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

Since 2012, 4 individuals have suffered serious injury or death while in custody, or in an altercation with an officer of our police service.

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

Number of complaints received by your police force from members of the public (2012-2016);

179

Number of those complaints investigated by your police force;

124

Number of those complaints investigated by an external police force;

0

Number of those complaints investigated by an investigator from the public complaints commission;

55

Number of public complaints against your police force that have been deemed substantiated (in total, and disaggregated by gender and ethnicity, if available);

27 (investigated by SPS) 9 (investigated by the public complaints commission)

