

# ROYAL NEWFOUNDLAND CONSTABULARY ACTIVITY REPORT 2019







**CADET CLASS OF 2019**

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# MESSAGE FROM THE CHIEF

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On behalf of the Royal Newfoundland Constabulary (RNC) and pursuant to Section 6 of the *Royal Newfoundland Constabulary Act*, I am pleased to submit this report on activities of the RNC for the year ending December 31, 2019. The activities outlined in this report are aligned with the RNC's 2018-21 Corporate Plan, and with the strategic directions of the Department of Justice and Public Safety, Government of Newfoundland and Labrador.

Throughout 2019 the officer and civilian employees of the RNC, in collaboration with our community partners and stakeholders, worked diligently towards the Goals and Objectives outlined in the RNC 2018-21 Corporate Plan, with a focus on three strategic priorities: Partnerships and Engagement, Organizational Development and Crime Reduction.

The select activities and achievements that are highlighted in this report do not feature all that the RNC has accomplished this year. These activities are in addition to the significant operational work that is carried out every day towards our mission of providing a fully integrated police service that fosters community partnerships to build safe and healthy communities.

Sincerely,

A handwritten signature in blue ink that reads 'Joe Boland'.

Joseph A. Boland, M.O.M.  
Chief of Police



# STATISTICS

## Overall Breakdown of Files

In 2019 officers responded to

**73,344**

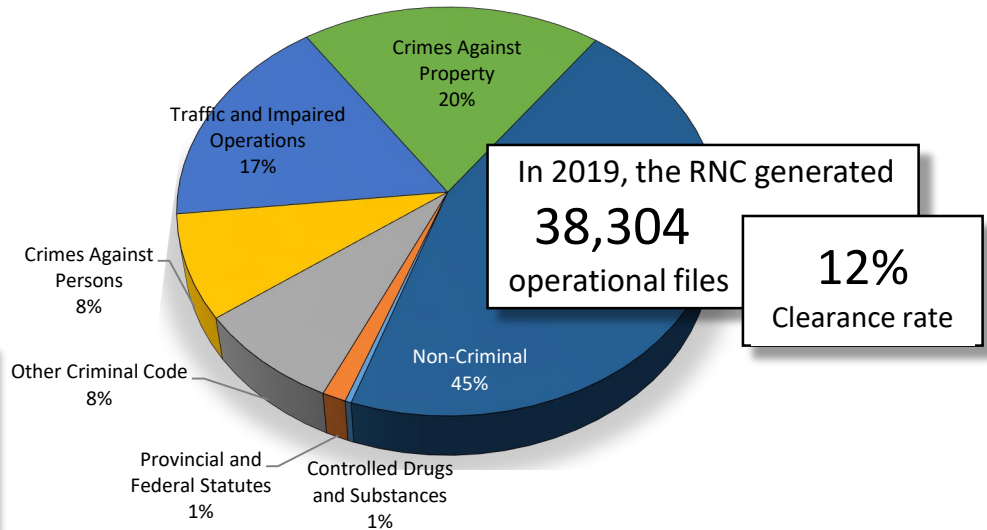
calls for service

...and dispatched

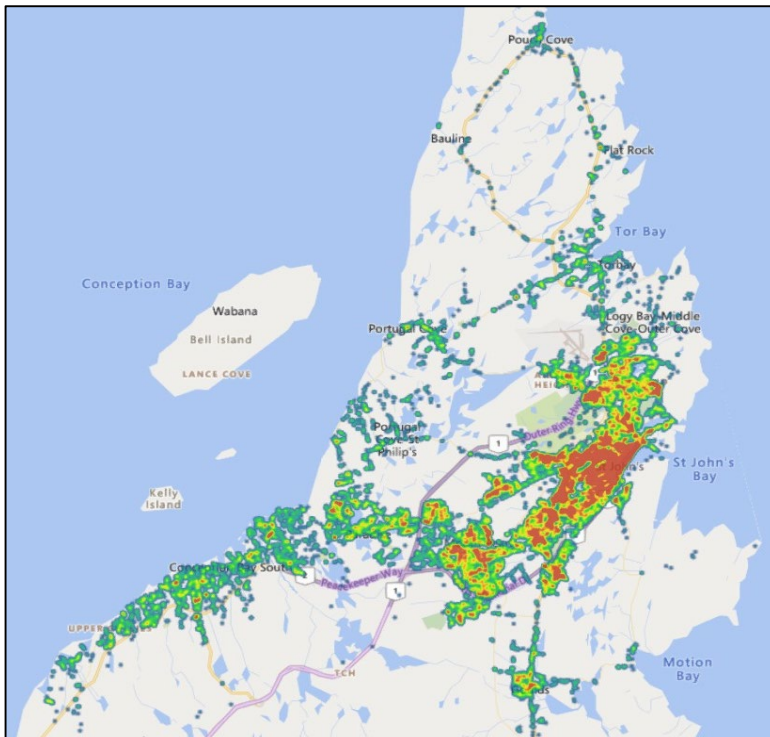
**92,444** units

In 2019, RNC cruisers travelled

**3,639,620 km**



### CALLS FOR SERVICE, NORTHEAST AVALON



LEAST → MOST

### CALLS FOR SERVICE\* AND OPERATIONAL FILES

St. John's: 45,478

Mount Pearl: 5,282

Torbay: 1,041

Pouch Cove: 271

Conception Bay

South: 5,041

Logy Bay –

Middle Cove –

Outer Cove: 243

Paradise: 3,581

Portugal Cove –

St. Philips: 1,045

Petty Harbour –

Maddox Cove: 83

Flatrock: 161

Bauline: 51

#### Northeast Avalon



**Calls for Service: 62,277**



**Operational Files: 32,037**

#### Labrador



**Calls for Service: 2,911**

Lab. City: 2,184

Wabush: 433

Churchill Falls: 295



**Operational Files: 1,740**

#### Corner Brook



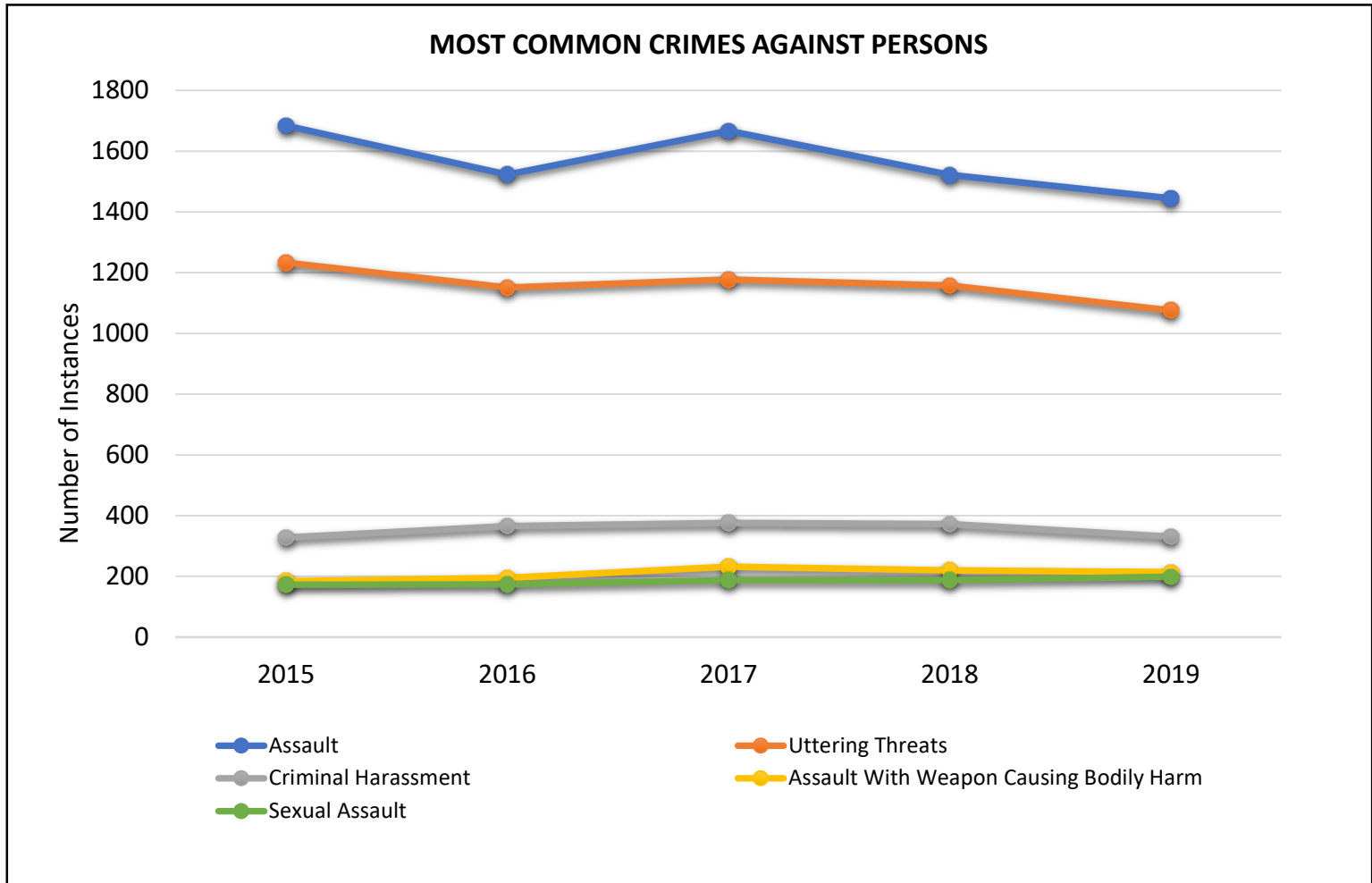
**Calls for Service: 8024**



**Operational Files: 4,441**

\*Does not include calls received for events outside RNC jurisdiction.

# STATISTICS

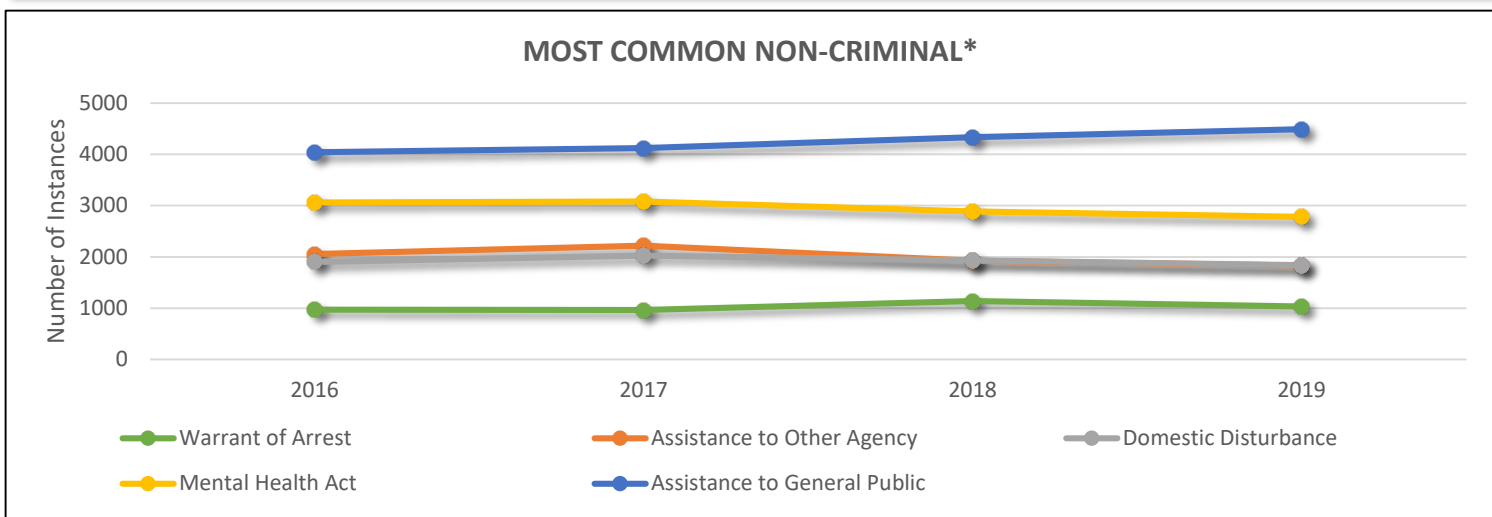
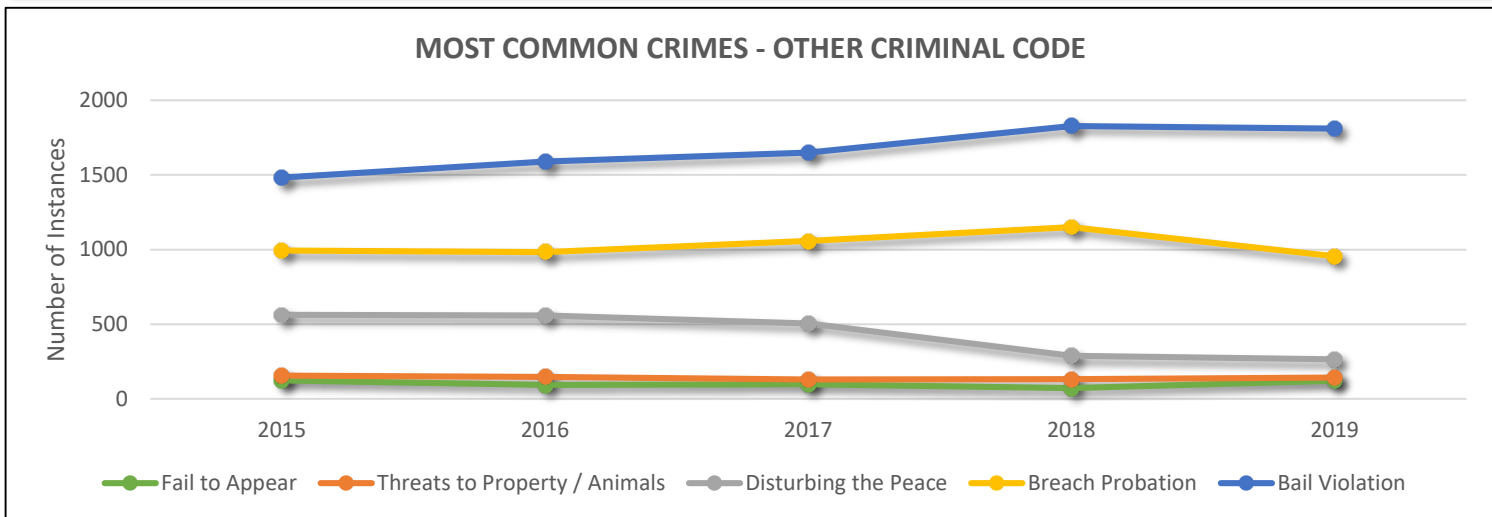
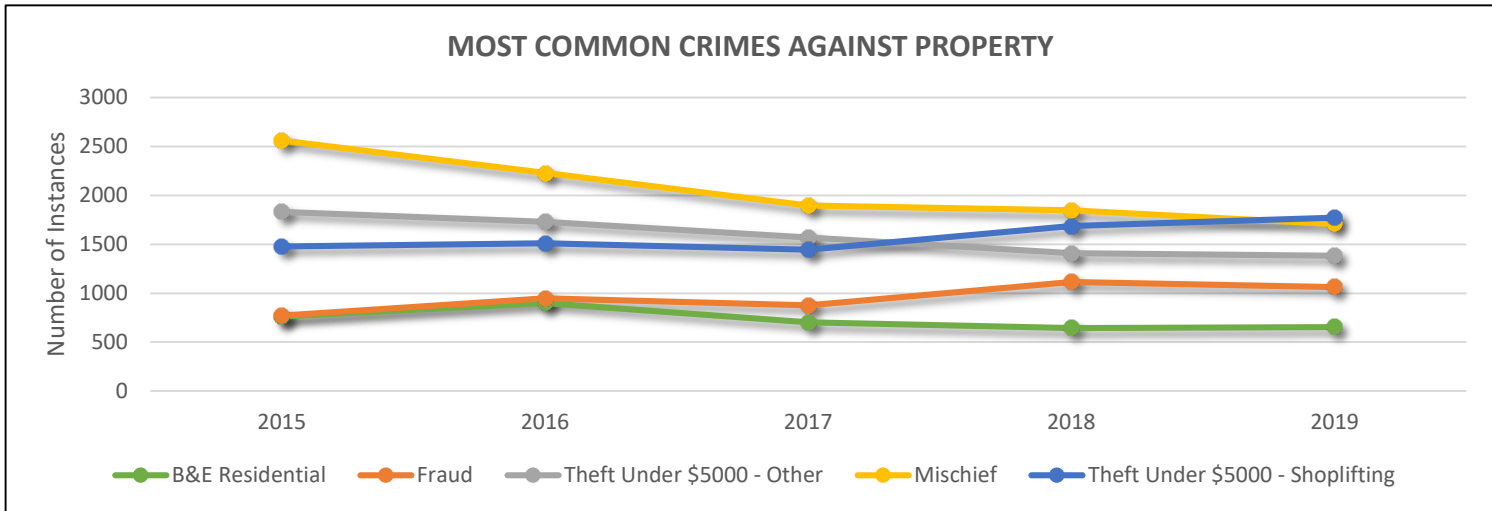


	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Assault</b>	1684	1523	1667	1522	1447
<b>Uttering Threats</b>	1233	1151	1177	1158	1076
<b>Criminal Harassment</b>	328	366	376	372	331
<b>Assault With Weapon Causing Bodily Harm</b>	184	195	232	220	214
<b>Sexual Assault</b>	173	174	188	188	200

RNC statistics for 2019 have not yet been verified by Stats Canada

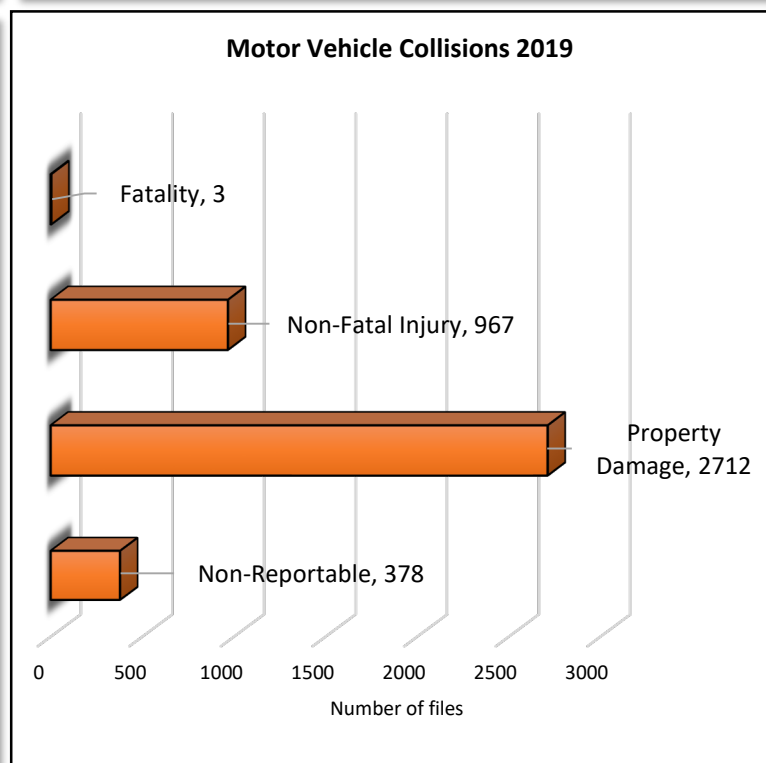
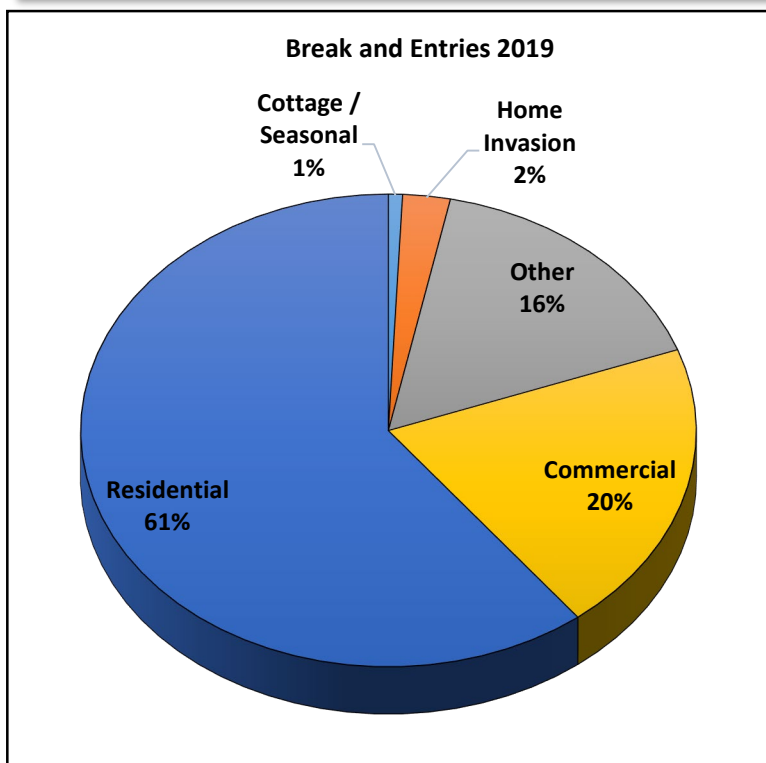
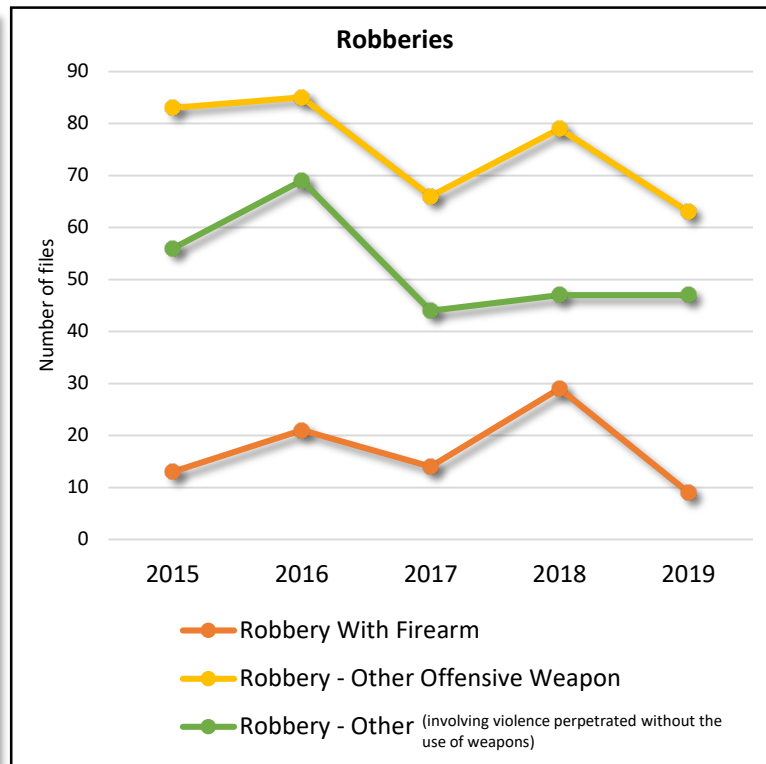
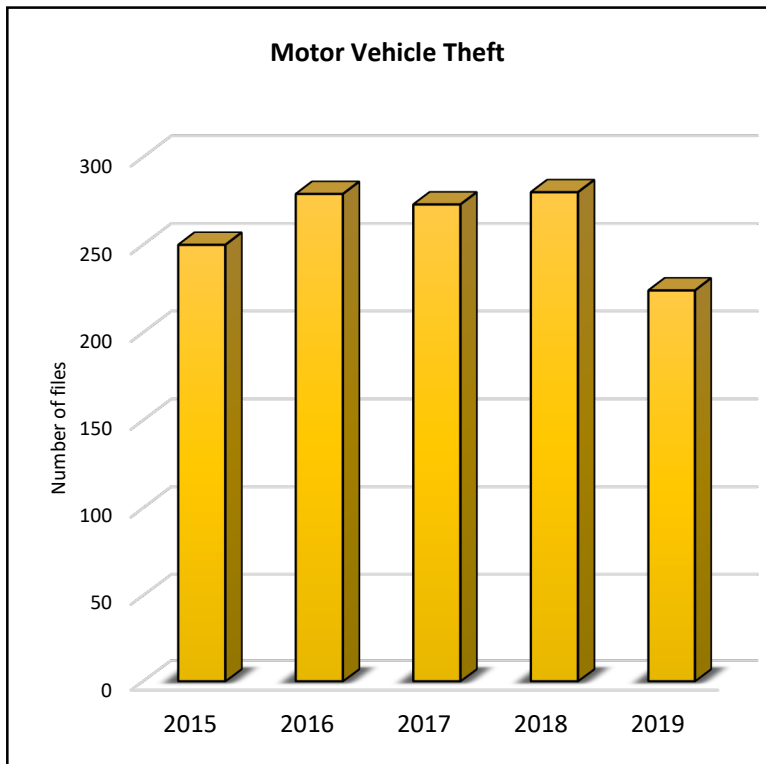


# STATISTICS



\*2015 has not been included in this graph as some files have met their retention timeline and have purged from the RNC records management system.

# STATISTICS





### Event Trend: All RNC

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Violent Crimes - Crimes Against Person</b>	4364	4026	4301	4229	3930	4060	3879	4081	4461	3637
<b>Crimes Against Property</b>	12793	11771	10994	11323	10050	9856	9801	8323	9552	8337
<b>Other Criminal Code</b>	4090	4104	4041	3901	3685	3875	4063	4039	4302	3829
<b>Controlled Drugs and Substances</b>	694	978	892	776	528	559	456	375	309	140
<b>Other Federal Statutes</b>	387	403	147	199	139	204	314	321	469	309
<b>Traffic Violations and Impaired Operations</b>	1482	1577	1658	1629	1484	1317	1255	1223	1089	1947
<b>Total Criminal Code Violations</b>	<b>23810</b>	<b>22859</b>	<b>22033</b>	<b>22057</b>	<b>19816</b>	<b>19871</b>	<b>19768</b>	<b>18362</b>	<b>20182</b>	<b>18199</b>
<b>Provincial Traffic Offences</b>	23535	25902	25413	24647	26016	25005	28864	25491	23727	22877
<b>Motor Vehicle Accidents</b>	5620	6062	5978	6284	6100	5590	5246	4768	5058	4043

### Population per Police Officer, 2019

	Population*	Police Officers	Population Per Police Officer	Police Officers per 100,000 Population
Northeast Avalon	202,836	335	605	165
Corner Brook	19,806	43	460	217
Labrador West	9,831	22	447	224
<b>TOTAL RNC</b>	<b>232,473</b>	<b>400</b>	<b>581</b>	<b>172</b>
<b>CANADA</b>	<b>36.7 M</b>	<b>68,562**</b>	<b>535</b>	<b>185</b>

\*Statistics Canada 2016 Census Results

\*\* Value based on 2018 Police Administration Survey results. 2019 data not available at the time of publication

### Police and Civilian Staff, 2019

	Police Officers	Civilian Staff	Total Staff
Northeast Avalon	335	87	422
Corner Brook	43	8	51
Labrador West	22	4	26
<b>TOTAL RNC</b>	<b>400</b>	<b>99</b>	<b>499</b>
<b>CANADA*</b>	<b>68,562*</b>	<b>31,050*</b>	<b>99,612</b>

\*Statistics Canada. Table 35-10-0076-01 Police personnel and selected crime statistics, Canada, provinces and territories for 2018 as of April 24, 2020. 2019 data not available at time of publication.

### Police Officer by Rank and Gender, 2019

	Commissioned Officers		Non-Commissioned Officers		Constables		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>NEA</b>	10	2	42	4	182	95	234	101
<b>C.B.</b>	1	0	6	0	23	13	30	13
<b>L.W.</b>	1	0	3	2	12	4	16	6
<b>TOTAL RNC</b>	<b>12</b>	<b>2</b>	<b>51</b>	<b>6</b>	<b>217</b>	<b>112</b>	<b>280</b>	<b>120</b>
<b>Canada*</b>	<b>3,067</b>	<b>556</b>	<b>14,377</b>	<b>3,435</b>	<b>36,175</b>	<b>10,952</b>	<b>53,619</b>	<b>14,943</b>

\*Statistics Canada. Table 35-10-0078-01 Police officers by rank and gender, Canada, provinces and territories for 2018 as of April 24, 2020. 2019 data not available at time of publication.



## PARTNERSHIPS AND ENGAGEMENT





## GOAL 1: ENHANCE RELATIONSHIPS WITH COMMUNITY AND STAKEHOLDER GROUPS

**Enhancing Relationships with Newcomers** – On the International Day for the Elimination of Racial Discrimination, the RNC hosted a panel discussion with international students from Memorial University to discuss policing services in their home country, the relationship between the police and the people they serve, and any noticeable differences they have observed between policing practices here and home. Also the RNC Intimate Partner Violence (IPV) Unit presented to the Memorial University Internationalization Office on the IPV unit, and how to build a positive relationship with law enforcement. This presentation was for international students, their families and Memorial University staff. The RNC also works closely with the Association for New Canadians as we avail of their translation and interpretation services, and our IPV unit frequently provides them with advice, services and information on Canadian laws and what constitutes IPV in Canada. In May, the RNC and RCMP visited the Association for New Canadians in St. John's, who graciously hosted the official launch of Police Week in the province.

**Cultural Diversity Training for Recruits** – The Recruit training program is comprehensive in its coverage of cultural diversity, including perceptions and attitudes about intercultural communications such as increasing personal awareness of immigrants, refugees, and internationally displaced persons, and examining the societal concepts of power, privilege, and opinion. Recruits also learn about Indigenous cultures in Canada and Newfoundland and Labrador, increase their knowledge and awareness of the challenges and systemic barriers experienced by our Indigenous communities and build communication skills specific to Indigenous communities to help strengthen the relationship between police and these communities.

**Northeast Avalon Traffic Initiative** – The RNC and the 11 municipalities of the Northeast Avalon are working together to improve road and highway safety by addressing traffic enforcement concerns on a regional level. The proposed initiative will enhance regional traffic law enforcement in the region by doubling the current RNC traffic Unit from four to eight officers, and increasing the number of vehicles dedicated to the traffic unit from two to four. The initiative will also see the formation of a regional traffic committee to address traffic enforcement and safety concerns.

**Multicultural Women's Organization of NL (MWONL)** – The RNC is an active member of MWONL, a provincial based voluntary, non-profit organization for multicultural women and their families that delivers specialized services to facilitate the integration and full participation of women and their families in the community. Women from diverse immigrant backgrounds are empowered to achieve their goals of advancing towards equality and becoming contributing members of Canadian society. This gender-based organization delivers culturally appropriate services for the women and families who are culturally and linguistically diverse.

**Information Services Sessions** – The RNC Information Services Division provided information sessions to community groups including the Newfoundland and Labrador Sports Centre and Stella's Circle on the process required for criminal records screening (Criminal Records Check) and requirements for a Vulnerable Sector Check.

**Youth Basketball** – In partnership with Brother Rice Junior High, the RNC hosted a weekend basketball league with officers, students and special guest team members from the National Basketball League's St. John's Edge.

## GOAL 1: ENHANCE RELATIONSHIPS WITH COMMUNITY AND STAKEHOLDER GROUPS

**Junior Police Academy** – The Corner Brook detachment, along with our partners the Qalipu Mi'kmaq First Nation, Vine Place, and the Corner Brook Fire Department continue to offer the Junior Police Academy. This program fosters stronger relationships and understanding with children in our community who have historically not trusted or have been fearful of police. The program continues to grow as we reassess and redefine what being an “at-risk” youth in our community truly means and what ways we can support vulnerable youth in our communities.

**Mounted Unit** – In June, the RNC welcomed two new members to the Mounted Unit. Dobbin II is a seven year old Red Bay male Purebred Clydesdale that was gifted to the Unit by Mrs. Elaine Dobbin who kindly donated Dobbin in memory of her husband, Craig L. Dobbin. Castle is a four year old Red Bay male, also a Purebred Clydesdale, a generous gift from Jim and Beverly Zaleski. Both Dobbin II and Castle originally came from David Carson Farms in Listowel, Ontario. After some basic training, both mounts arrived at their new home on Government House Grounds ready to report for duty.

**Social Media Initiative** – Our Media Relations Officer launched a social media initiative which entailed posting items related to different themes for each week day, such as: Mounted Unit Monday, Traffic Tuesday, Where we Work Wednesday, K9 Thursday, and Meet the Team Fridays. These informative and engaging posts provided the public a glimpse into the daily activities of the RNC and the variety of roles and priorities our organization encompasses in working within our mission each day.

**Media Releases and Posts** – Keeping the public apprised of police-related issues is an ongoing activity of the RNC. Throughout 2019 the RNC issued 68 official media releases from our newsroom seeking assistance from the public, informing of new programs and providing updates on major investigations. The RNC was also very active on social media making hundreds of posts this year through our Twitter, Facebook and Instagram accounts sharing important public safety information such as: photos of missing persons and suspects; tips for dealing with abandoned vehicles; traffic advisories; Q and A; alerts regarding counterfeit bills, outlaw motorcycle gangs, telephone scams; and reminders around bicycle safety, reducing litter and wearing seatbelts.

**Police Venturers Program** – Plans began in 2019 for this new initiative on the Northeast Avalon, with the launch of the program anticipated for 2020. This partnership between the RNC and Scouts Canada is a vocational program for youth between ages 15 and 17. The program gives youth the opportunity to learn about the role of police within the community and the criminal justice system and a chance to explore policing as a possible career choice. In addition to learning about policing, Venturers will also complete activities related to scouting: active and healthy living, environment, creative expression, beliefs and values, citizenship and leadership.

**Municipal Engagement** – Throughout 2019, RNC Senior managers met with municipalities in the Corner Brook, Labrador West and Northeast Avalon regions to discuss progress made towards the Strategic Priorities in the RNC's 2018-2021 Corporate Plan. Discussions included any policing matters impacting communities with the aim of continuing to align crime prevention and public safety activities with unique community needs and working together to address them.

## GOAL 1: ENHANCE RELATIONSHIPS WITH COMMUNITY AND STAKEHOLDER GROUPS

**Smudge Kit and Eagle Feather** – During National Indigenous Day celebrations in June, all RNC detachments in the province were honoured to receive a smudge kit and eagle feather from the Newfoundland Aboriginal Women’s Network. The RNC recognizes the need for individuals to engage with culture and spirituality in times of uncertainty to promote and maintain overall well-being. Witnesses, victims, suspects and officers now have the option to take an oath on the eagle feather. The smudge kits allow individuals the opportunity to take part in the traditional ceremony of a smudge when needed and will also be used to bless/ cleanse the eagle feathers and detachments at least once a year.

**Cultural Sensitivity Training** - First Light, St. John’s Friendship Centre, provided street patrol officers with Cultural Sensitivity Training regarding Indigenous cultural diversity in our communities, which included a Blanket Ceremony. RNC Commissioned Officers and civilian managers also completed the one-day Intercultural Competency training course offered by the Centre for Learning and Development. In addition, police officers regularly complete training online through the Canadian Police Knowledge Network on a variety of cultural awareness courses including Hate Crime Awareness, Sikh, Islam, and Hindu Religions and Indigenous Awareness.

**Visor Card for the Deaf** - In 2019 the RNC endorsed a Visor Card developed by the Newfoundland and Labrador Association of the Deaf that people who are deaf can use to assist them in communicating with police officers. The brochure uses pictures to describe the person’s preferred method of communication (e.g., writing, lip reading), what the officer requires from the person and/or why their vehicle was stopped, and guidelines for communicating with someone who is deaf.

**Building Trust with Vulnerable People** – Throughout 2019 the RNC and Thrive, a non-profit organization that assists vulnerable people, worked together to build trusting relationships with people who have lived experience in the sex trade. Thrive presented on human trafficking to all street patrol and Criminal Investigation Division officers on the Northeast Avalon about who is at risk and why, how it can happen and what warning signs to look for. Officers also learned how language can hugely impact victims and survivors, which is vital in building trust and relationships with people in the sex industry. The CBC shed a spotlight on the developing relationship by producing a documentary, on-line article and photo exhibit featuring an original song by local music artist Amelia Curran. The media project highlighted how the RNC and people with lived experience in the sex trade are building trust through frank and honest conversation and ultimately, supporting vulnerable people.

**Online Purchase Safe Exchange Zones** – In November 2019, in partnership with the city of Mount Pearl Municipal Enforcement, and the municipalities in which our detachments are located, the RNC launched safe exchange zones. Located on the parking lot of each detachment, these zones provide two parking spaces near the entrance of our public buildings for people meeting up to buy, sell or trade property after connecting online. These parking spaces aim to increase public safety and reduce crime by giving people an opportunity to come to a controlled environment, close to a police station under closed circuit television coverage, when making transactions with strangers.



## GOAL 2: ENHANCE RESPONSE TO PERSONS WITH MENTAL HEALTH ISSUES

**MedicAlert Connect Protect** -The RNC partnered with MedicAlert Foundation Canada to better assist frontline officers in their interactions with vulnerable persons such as people with mental health related issues, Autism, Alzheimer's, dementia, cognitive brain injuries and other health conditions. Using the subscriber's unique identification number engraved on their MedicAlert ID, this service links police first responders, through their dispatcher, to critical information about the subscriber including a recent photo, physical descriptions, wandering history, behavior management strategies such as anxiety triggers and de-escalation techniques, as well as caregiver information. The RNC and MedicAlert launched the initiative in September at RNC headquarters in St. John's. Dispatchers in all three RNC regions now have access to the national database of registered MedicAlert subscribers.

**Enhanced Equine Therapy Program** – This past year, the Equine Therapy Program for people with Post-Traumatic Stress Disorder and mental health and addictions issues was enhanced through a partnership with the Heroes Equine Learning Program (H.E.L.P.) This not-for-profit charitable organization facilitates equine assisted psychotherapy and personal development retreats for service members of the military, police, fire, corrections, EMS, and 911 dispatchers and their partners/support persons and families who are affected by post-traumatic stress and operational stress injuries.

**Bystander Cards** - In March, the Department of Justice and Public Safety developed Bystander Cards for first responders to distribute to members of the public who may need some extra supports because of witnessing a traumatic event. The cards include contact numbers for mental health resources in the province.

**Mobile Crisis Response Team** – The Mobile Crisis Response (MCR) Teams pair an RNC police officer with a mental health professional, to provide an integrated response to individuals experiencing mental health crisis and/or distress. Through partnerships with the Eastern, Western and Labrador-Grenfell Health Authorities, the MCR teams are now operational on the Northeast Avalon, Corner Brook and Labrador West regions.

**Enhanced Mental Health Training** – The RNC enhanced its crisis intervention and de-escalation training by adopting a new train-the-trainer Crisis Intervention Training Program. Twelve new trainers were certified to deliver the program to all front line responders in the coming year. The RNC has also rebranded the Road to Mental Readiness (R2MR) training, a program designed to reduce stigma and increase resiliency in police employees, by adopting an in-house training model and offering master trainer opportunities. New recruits also received this training.

**ATV Ride for Wounded Warriors Canada** - In September, the RNC and community partners hosted a fun-filled event that brought ATV enthusiasts and their families together for a ride to raise funds for Wounded Warriors Canada (WWC) . 100% of all funds raised were donated to WWC to support the mental health of Canada's ill and injured first responders, Canadian Armed Forces members, veterans and their families. The RNC plans to expand efforts to support WWC throughout RNC jurisdictions in the future.





## ORGANIZATIONAL DEVELOPMENT





## GOAL 3: FOSTER AN ENGAGING AND HEALTHY ORGANIZATION

**Health and Wellness Activities** – Many events and activities to support employee physical and mental wellness were offered throughout the year. The RNC Health and Wellness Committee continued to invite employees to participate in wellness walks, Public Service Week events, and nutrition breaks. The RNC also actively promoted Bell Let’s Talk Day, spreading the message on social media to build awareness, acceptance and action in mental health. In July, RNC Headquarters gratefully received two picnic tables built at the carpentry workshop of Her Majesty’s Penitentiary for our employees to enjoy time outside when taking a break from their duties.

**RNC Safety and Wellness Strategist** – In October, the RNC in conjunction with the Human Resource Secretariat, Government of Newfoundland and Labrador, recruited an Employee Safety and Wellness Strategist to provide strategic leadership in relation to the safety, wellness and workplace accommodation functions and responsibilities of the RNC with a focus on improving outcomes. The Strategist supports the organization in understanding and meeting occupational health and safety responsibilities and regulatory requirements and provides professional direction to drive effective health, safety and wellness planning, development and implementation. Some of the wellness activities the Strategist initiated in 2019 included a series of Take Your Break weekly emails to all staff with practical and engaging break time activities that focus on helping to improve mental health; and completing ergonomic spot-checks consisting of brief ergonomic intervention, education on appropriate desk ergonomics and stretching, and appropriate recommendations where necessary.

**Employee Wellness Library** – Work was underway this year to create a dedicated wellness resource space at RNC headquarters to house books, literature and resources pertaining to health and wellness for employees to share. Resources relating to mental, physical, emotional, spiritual, social, personal and/or professional wellness were being gathered to supply the library.

**Mental Health Steering Committee** - This committee was created to plan and develop services, policies, programs and other mental health strategies to best address the needs of the organization. One of the committee’s first tasks was planning a Psychological Health and Safety Survey to gather input from staff about their experiences at work to help formulate an action plan to address any identified areas of concern.

**Performance Evaluation Program Coordinator** - A Performance Evaluation Program Coordinator position was created to be responsible for the development, implementation and coordination of a performance evaluation program which would assess the performance, potential and training needs of police officers.

**RNC Community Foundation** - Throughout 2019 the RNC laid the groundwork for establishing the RNC Community Foundation. The vision of the Foundation closely aligns with the vision of the RNC - safe and healthy communities. The Foundation will support carefully selected community initiatives to reduce crime and victimization by focusing on education, prevention and early intervention programs which are not funded by traditional government sources. By raising funds for programs that reduce crime and victimization, the RNC Foundation will help enhance the RNC's capacity to provide a fully integrated police service that works together with our many partners to keep our communities safe and healthy.



## GOAL 3: FOSTER AN ENGAGING AND HEALTHY ORGANIZATION

**AWLE Conference** – In October, the RNC and RCMP Newfoundland and Labrador B Division co-hosted the 27<sup>th</sup> Annual Atlantic Women in Law Enforcement (AWLE) Training Conference in St. John's. A record 201 delegates came from all across Atlantic Canada to participate. Thanks to the dedication and skill of the planning committee, delegates were given the opportunity to come together to participate in training, network with colleagues, share knowledge and experiences and recognize achievements of women in law enforcement in Atlantic Canada.

**Appreciation Wall** - During Police Week 2018, the Mount Pearl Citizens' Crime Prevention Committee, in partnership with the RNC and Mount Pearl Law Enforcement, offered a contest to students to design thank-you cards for officers. One of the contest winners was Emma Neville, a student of Morris Academy whose original design centered on the helping hands of those who work in our communities, forming a circle of care, with values such as honesty, strength, determination and trust making up the hands. Emma's insightfulness, appreciation and positive attitude inspired Chief Boland to want to share her design with all RNC employees. Each day RNC Officers and Civilian employees demonstrate acts of kindness, bravery, compassion and strength that should be acknowledged and appreciated. In June 2019, Chief Boland designated a Wall of Appreciation at RNC headquarters, and virtually on the RNC Intranet, as a place to share stories of the hard work and good deeds that employees do for each other and for our communities every day.

**Recognition Committee** - An internal Recognition Committee was formed to provide oversight and formalize recommendations to the RNC Executive regarding awards, commendations and other forms of recognition for RNC employees.

**Trauma Informed Training** - The Journey Project is an ongoing partnership between the Public Legal Information Association of NL (PLIAN) and the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC) to enhance supports and responses for survivors of sexual violence in Newfoundland and Labrador within the justice system. The Journey Project team has developed training specifically for stakeholders in the justice system on trauma-informed practices for working with survivors of sexual violence. The RNC has worked closely with the Journey Project team to design police-specific training. In March the Journey Project staff began delivering this training to patrol officers.

**Celebrating Pride** – RNC headquarters kicked off Pride week by hosting an all ages, free Youth Pride BBQ. The organization continued to celebrate Pride Week across the province by participating in the provincial Pride flag raising ceremony at Confederation Building, taking part in Pride parades and bringing our Pride colours to work in celebration of diversity, equality and in recognition of the achievements of the LGBTQ2S+ community. The RNC, RCMP, Memorial University School of Social Work and Pride Committee are working together to assess and address the Police-Pride relationship.

**RNC Jeans Day Donations** - Every Friday a dedicated group of RNC volunteers visits participating employees and collects their contributions to the RNC Casual Friday Fund. In 2019, the RNC donated a total of \$4076 in Jeans Day funds to four worthy organizations that support the local community: the Ruby Tobin Memorial Scholarship Award, the Gathering Place, the RNC Historical Society and the Heroes Equine Learning Program. With these contributions we are able to support organizations and partners who make a difference in our communities.

### GOAL 3: FOSTER AN ENGAGING AND HEALTHY ORGANIZATION

**Frontline Officer Feedback** – The Strategic Planning and Research section and Legal Counsel participated in patrol officer training days to discuss current or upcoming policy changes, legal advice, strategic planning initiatives and programs with frontline officers. The purpose of these sessions is to provide officers with the opportunity to, when possible, hear about initiatives or changes before they are implemented, ask questions and make suggestions for improvements. Feedback received to date has led to improvements in the policy revision process.

**Serious Workplace Incidents** - The RNC Criminal Investigation Division investigators, Occupational Health and Safety investigators and significant stakeholder employers received training in spring 2019 in a new approach to investigations of serious workplace accidents. With amendments to Canada's Criminal Code - C45 (*The Westray Act*), police now have the authority to charge companies and their owners/executives for criminal negligence in incidents of workplace serious injuries or fatalities. RNC investigations now focus on the systemic and organizational factors as possible causes or contributors to serious workplace accidents.

**Diversity Survey** - In the spring, Memorial University conducted a survey titled Diversity in the Workplace: Occupational Experiences for officer and civilian Staff of the RNC to investigate the workplace experiences of equity-seeking (women, indigenous peoples, persons with disabilities and visible minorities) and LGBT officers and staff. The purpose of the survey was to shed light on the workplace treatment and experiences of equity-seeking and/or LGBTQ+ RNC employees, and to recommend policy and practice changes that might improve the work culture for these members. The RNC will be provided the results when they are available.

**Respectful Workplace Policy** - The Respectful Workplace Policy was revised this year to reflect the government of Newfoundland and Labrador's programs and services related to creating and fostering a respectful workplace and to provide an updated list of responsibilities for the RNC Respectful Workplace Committee.

**Gender and Sexual Diversity Training for Recruits** – The RNC Recruit Training program provides new recruits with gender terms and examines common gender related definitions, insights into the experience of sexually diverse and transgender individuals and reviews the proper language and terminology to use when interacting with the LGBTQ+ community. Recruits also learn how to apply operational processes for searching, arresting, detaining, and transporting sexually diverse and transgender individuals and the importance of empathy and strong communication skills when interacting with the LGBTQ+ community.

**Inclusive Recruitment Initiatives** – Building on the success of the 2018 officer recruitment campaign, the RNC continued to implement targeted recruitment practices for groups in our communities that are currently underrepresented in the organization. For example, a recruitment session was held in Happy Valley-Goose Bay for Labrador Indigenous and non-indigenous people, a recruitment presentation was held with the Muslim Association of Newfoundland and Labrador in St. John's (with the help of a translator), and information sessions aimed specifically at recruiting more female members were offered.

## GOAL 4: IMPROVE BUSINESS PROCESSES

**Training Simulator** – The RNC and the RCMP Newfoundland and Labrador B Division are jointly implementing a system that will allow us to build and evaluate scenario-based training using highly effective and experiential technology. A scenario-based simulator with over 800 different policing scenarios has been purchased. The new simulator will be incorporated into the 2020 Recruit Training Program.

**Property Control Centre** – The Property Control Centre for the Northeast Avalon changed the way it does business by moving to a more digital process for the control and tracking of property including bar code scanning and electronic entry of information. These electronic enhancements were phased in this year and began with a series of training sessions for officers to become familiar with the new processes.

**On-Line Crime Reporting** – The RNC worked with the Office of the Chief Information Officer to develop an on-line crime reporting website which will provide residents another way to file a report on certain types of crimes. On-Line reporting provides a quick, convenient way to submit a report to police at any time from any location with internet access. With anticipated implementation in 2020, the system is also intended to create efficiencies in policing services by keeping patrol officers in service for proactive activities instead of collecting routine reports.

**PS Access** – In partnership with the Government of Newfoundland and Labrador's Centre for Learning and Development, the RNC replaced its former outdated database that maintained training records with the PS Access platform, Government's learning management system. The new system improves functionality and management of training records.

**Forensics and Property Control** - In the winter, a workplace assessment of the RNC Forensic Identification Section (FIS) was conducted which highlighted the critical role this unit plays within the RNC. Because of the close relationship between FIS and property control a new position - Director of Forensics and Property Control - was created to address the recommendations in the report. This position will be responsible for educating and training FIS and Property Control Centre employees in proper evidence collection and handling techniques, appropriate storage requirements for evidence preservation, and recording the chain of custody so that it is fully documented and controlled. The Director was hired in September.

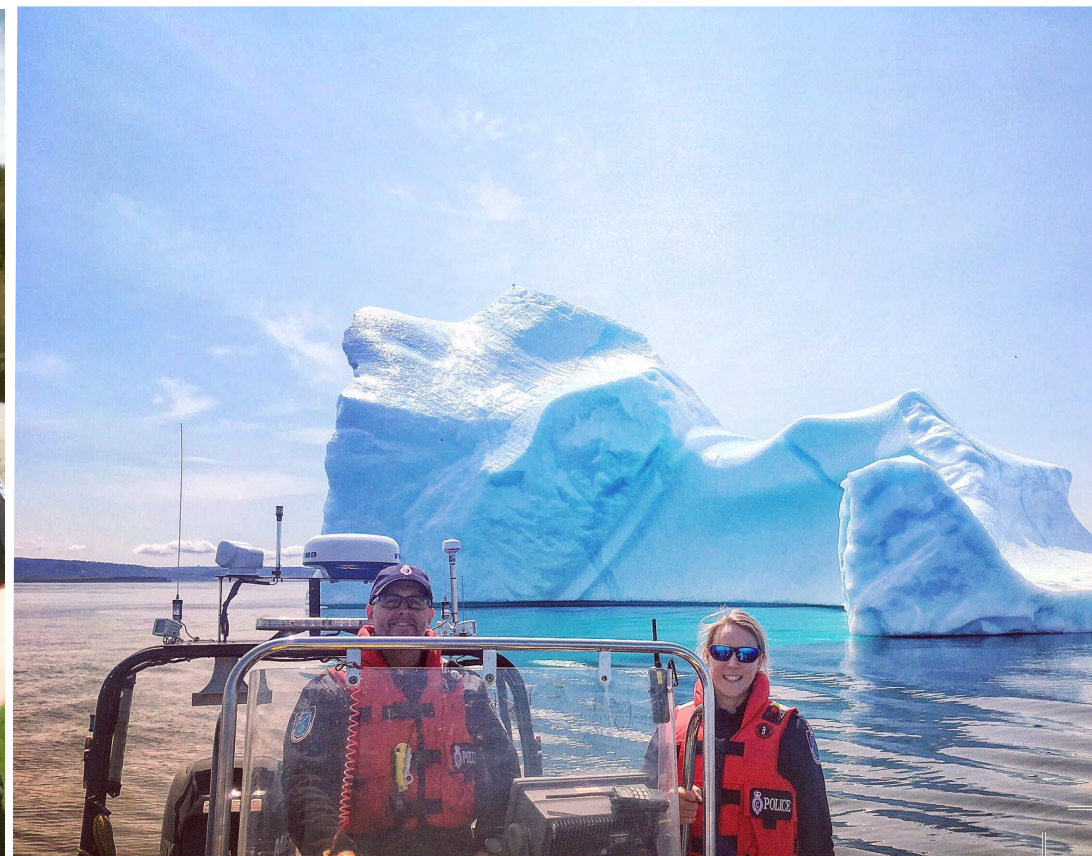
**Review of Education and Training** – The Police Education and Training Division of the RNC underwent a thorough review of the education and training operations, delivery of in-service training, curricula and the Recruit Training Program. Results will be used to identify any areas for improvement.

**Intranet Redevelopment** – The RNC utilizes an internal computer network called Frontline as one of the primary tools for sharing information with all employees, such as RNC policies, procedures, directives, and resources. In partnership with the Office of the Chief Information Officer, the Strategic Planning and Research section oversaw the redevelopment that included moving to an enhanced software platform to provide an improved user experience including a more intuitive layout and design, and improved search functionality in order to make information more accessible to employees when needed.





## CRIME REDUCTION





## GOAL 5: ENHANCE ENFORCEMENT TO ADDRESS DRUG USE AND TRAFFICKING

**Operation Ragged** - In March, the RNC initiated Operation Ragged in response to public safety concerns related to the discharging of weapons and arson offences in our community. Following investigation, the RNC executed *Controlled Drugs and Substances Act* (CDSA) searches of residences, plus several vehicles on the Avalon. Two kilograms of cocaine, over 1000 non pharmaceutical-grade pills, three high-end vehicles, seven firearms and approximately \$200,000 in Canadian currency was seized. Additionally, bullet proof vests, masks, brass knuckles, a taser, a machete, money counters and a vehicle GPS tracker were seized in connection with the CDSA searches. The total value of the seizures is believed to be approximately \$750,000. This investigation resulted in multiple arrests and charge under the CDSA and weapons related Criminal Code offences.

**Street Drug Strategies** – The Drug Investigation Unit, formed in late 2018, continues with its mandate to address community concerns with street level drug trafficking, nuisance drug houses and higher level suppliers. This unit partners with the RCMP, Newfoundland and Labrador Liquor Corporation, Canada Post and other national police services to share information and combat this illicit drug trade. These successful partnerships have resulted in the seizure of large quantities of cocaine, opioids, cannabis and many other street level drugs.

**National Drug Impaired Driving Partnership** - Public Safety Canada initiated a new drug-impaired driving regime and began administering contribution funds in 2019 to assist provinces and territories in their law enforcement capacity to detect and deter drug-impaired driving. The national Drug Impaired Driving Working Group was formed which includes representation from the RNC. The group began work towards developing standardized national indicators on drug impaired driving to be reported on annually. In preparation for the first annual report, the RNC examined our capacity to enforce drug impaired driving laws, such as capabilities to conduct drug impaired driving tests and screenings including the Drug Recognition Expert Evaluation (DRE) and the Standard Field Sobriety Test (SFST), the use of these tests, and trends in drug impaired driving. The RNC will use these results to assist in detecting and deterring this type of crime. As a result of this partnership, the RNC began the process of purchasing approved screening devices for the collection and evaluation of oral fluids in persons suspected of driving while impaired by drug.

**Promoting Cannabis Safety Awareness** – Following the legalization of Cannabis the RNC was active on our social media platforms including Twitter and Facebook advocating for the healthy and safe use of cannabis and cannabis-derivative products (such as edibles) and not driving while impaired.

## GOAL 6: REDUCE VIOLENCE IN OUR COMMUNITIES

**Victims and Survivors of Crime Week Initiative** - In May 2019 the Federal Department of Justice granted the RNC Intimate Partner Violence (IPV) Unit, in partnership with the Labrador West IPV Working Group, funding for a project titled Raising Awareness and Education of Intimate Partner Violence and its Impact on Victims in Labrador West; A Law Enforcement Collaboration with Community Groups. The project provided education on the services and laws in place to help victims and their families, established working relationships and provided opportunities to learn about the trends of IPV in the region to attempt mediation and mitigation. The IPV Working Group was recognized for their work in the region with a nomination from the Iron Ore Company of Canada-Labrador Division for the Towards Sustainable Mining Community Engagement Excellence Award.

**Pet Safekeeping Program** - The pet safekeeping program aims to provide emergency shelter for pets belonging to victims and survivors of intimate partner violence. This program assists in reducing barriers for individuals who are leaving violent relationships, as many victims will delay leaving an abusive situation out of concern for their pets. The program is now available in all RNC jurisdictions as a result of the partnerships between the RNC, Iris Kirby House, the City of St. John's (Humane Services), the City of Mount Pearl, the St. John's SPCA, the City of Corner Brook, the NL West SPCA, the Town of Labrador City, the Town of Wabush, Faith Haven Animal Shelter and Hope Haven.

**Gun and Gang Violence Initiative** - In August the Federal Government announced over \$1.8 million in funding over five years for Newfoundland and Labrador as part of the Take Action Against Gun and Gang Violence initiative. The funds will support community-level prevention and law enforcement efforts and criminal prosecutions, facilitate new partnerships with community agencies, and offer additional professional development and education for personnel. This work will also build the capacity of our community partner organizations through education, training, engagement and information sharing.

**Kids in the Know** - Kids in the Know is a preventative program designed to educate children to build their safety, confidence, competence and critical thinking skills, and to help to prepare them for potentially dangerous situations should they arise. The aim of the program is to help increase children's personal safety, help reduce the risk of victimization, and stop the cycle for children currently being abused as well as increase awareness in families and educators about child abuse issues and prevention techniques. The RNC is currently working with partners including the Department of Education and Early Childhood Development and Miles for Smiles, a non-profit organization dedicated to the support, awareness and prevention of child abuse, in planning for this new initiative. It is anticipated the program will be introduced in September 2020 as an optional resource for grades kindergarten to three.



## GOAL 6: REDUCE VIOLENCE IN OUR COMMUNITIES

**Third Party Reporting Program** - In September, a pilot program of Third Party Reporting was launched on the Northeast Avalon as part of the community-based approach to removing barriers and supporting survivors of sexual assault. The program offers the option to report a sexual assault anonymously through a third party community-based organization. In this case, the Journey Project, a collaborative initiative of the Public Legal Information Association of NL and the NL Sexual Assault Crisis and Prevention Centre, is the third party organization. The RNC along with other organizations and agencies partnered in the development and implementation of this program.

**Preventing and Addressing Armed Robberies** - The RNC remains steadfast in working with our partners in the business community through providing advice and strategies to prevent armed robberies. The RNC continues to provide presentations, distribute printed brochures and engage in personal interactions with members of our business community to help prevent this type of crime. The RNC also continues to post on social media platforms the videos and images provided by businesses of armed robberies to seek the public's assistance in identifying suspects and to increase public awareness of these violent crimes.

**Preventing Crimes Against Seniors** - The RNC Community Services Section continues to work with our community partners such as the Newfoundland and Labrador Network for the Prevention of Elder Abuse Steering Committee in providing presentations that focus on the most important issues for our seniors including elder abuse (what it looks like and how to prevent it) and fraudulent cyber-crimes (what is a scam and how to avoid one).

**Renewing the STRIVE Program** - Students Taking Responsibility in Violence Education (STRIVE) has been delivered by the RNC to grade eight students throughout our jurisdiction since the 1990's. The goal of the program is to encourage students to address the problem of youth violence by working within their schools and communities to find real-life solutions to the problem of youth violence. With the advent of smart phones and changes to the modern classroom built on inclusion models, the older version of STRIVE had lost some of its effectiveness and required significant revamping. A working group comprised of an RNC officer, a classroom teacher, a program itinerant from the Newfoundland and Labrador English School District, a professor at Memorial University's English department and a group of students from grades seven, eight and nine met regularly to redesign the program while retaining its core goal. The program is now geared towards students in grade seven and is more heavily focused on responsible internet usage and cyber-bullying. The new STRIVE program was launched in the fall on the Northeast Avalon with roll-out in all RNC jurisdictions to follow.

## GOAL 7: IMPROVE ROAD AND HIGHWAY SAFETY

**Operation Impact** – Each year on Thanksgiving weekend, the RNC and RCMP participate in this nation-wide initiative focusing on traffic safety compliance. RNC Traffic Services and Operational Patrol Services Divisions monitored traffic with a zero-tolerance approach to enforcing non-compliance of the rules of the road focused on increasing awareness around aggressive, distracted and impaired driving.

**Transporting Waste** - In July, the Traffic Services Unit teamed up with Highway Enforcement Officers on the Northeast Avalon to inspect vehicles visiting the Robin Hood Bay Waste Management Facility. Under the *Highway Traffic Act* and Cargo Securement Regulations, 72 tickets were issued, two vehicles were impounded and five vehicle inspection notices were issued. This initiative helps deliver the message to the public to secure their loads when travelling to the waste management facility as unsecured loads pose a major safety risk on our roads and highways.

**Off-Road Winter Safety** – The RNC along with community partners SafetyNL, the City of St. John's, RCMP, Rovers Ground Search and Rescue and the Town of Portugal Cove-St. Philip's Fire Department held an Off-Road Winter Safety Day in March regarding snowmobile, ATV and UTV (utility task vehicle) safety and winter survival at Sunshine Park in Portugal Cove. Participants learned about their off-road equipment, proper usage and preparation as well as the rules and regulations around the use of these vehicles.

**National Day of Remembrance for Road Crash Victims** - In November, the RNC facilitated the National Day of Remembrance for Road Crash Victims at RNC Headquarters. This is a day set aside to remember people killed or seriously injured on our roads, often in avoidable collisions, and those left to deal with the sudden and unexpected loss of the people they love. The devastation and destruction caused by impaired driving, distracted driving and reckless driving has taken lives, destroyed families and continues to wreak havoc in our communities and our province. Chief Boland reaffirmed our commitment to continue working with our many community partners to reduce collisions in our jurisdiction through strong education and awareness programs and enhanced enforcement initiatives.

**Snowmobile Trail Patrols** – The RNC Labrador West region was proud to unveil a new snowmobile in March for use in conducting snowmobile trail patrols and to assist in ground search and rescue operations. The snowmobile was donated by MADD Labrador West and the Iron Ore Company of Canada, with sponsorships from Big Land Motor Sports, Polaris Industries and Premium Business Solutions. The new snowmobile was quickly put into use enforcing all aspects of snowmobile safety including impaired driving and trail passes during snowmobile patrols in partnership with Conservation and Wildlife Officers.

## GOAL 7: IMPROVE ROAD AND HIGHWAY SAFETY

**Traffic Checkpoints** – In 2019 the Traffic Unit and Street Patrol, in partnership with the RCMP and Highway Enforcement initiated monthly traffic checkpoints in communities throughout the Northeast Avalon. Officers are on the lookout for modified vehicles, unsecured loads, unsafe vehicles and any other offence that pose a danger on our roadways.

**Rural Traffic Initiative** – A new rural traffic project was implemented in 2019 in which the focus is traffic law enforcement in specific areas of concern in communities outside the metro region on the Northeast Avalon. This initiative is conducted in consultation with the municipal enforcement officers in the participating communities.

**Road Safety at Events** – This past year, the Traffic Unit continued to assist community partners with ensuring road safety during major events on the Northeast Avalon which included road races, parades, the opening of the new Costco store, the Toronto Maple Leafs Training Camp and the visit from President Obama.

**Snowmobile Survival Safety Exercise** – The Churchill Falls RNC Detachment attended a snowmobile survival and safety exercise with the Churchill Falls Junior Rangers in April. Nine Junior Rangers between the ages of 10 and 15 learned how to plan for a snowmobile outing and what to do in an emergency situation, then participated in a snowmobile ride and some practical training and survival exercises.

**The Nick Coates Team Awards** – This new program was established by MADD to recognize police officers who take impaired drivers off the roads in our province. The program is a way to thank police and honour victims and is named after Nick Coates, who died in a 2013 collision as a result of an impaired driver. Nick Coates' Team includes RNC and RCMP officers who have taken at least eight impaired drivers off the road between April 1, 2018, and March 31, 2019. Those who have taken a minimum of 12 impaired drivers off the roads received the Gold Award, while those who have taken at least eight off the roads received the Silver Award.

In a ceremony on May 9, 2019, nine RNC officers received awards as follows:

### Gold Awards

Cst. Joseph W. Burry  
Cst. Jenna A. Currie  
Cst. Shane A. McClafferty  
Cst. Dustin B. Sutherland  
Cst. Matthew B. Tibbo  
Cst. Michael D. Tibbo

### Silver Awards

Cst. Preston G. Duffy  
Cst. Evan A. Farrell  
Cst. Liam Myers



# AWARDS AND RECOGNITION



**Best Practices in Employer Support: Emergency Services** - The Royal Newfoundland Constabulary received the Best Practices in Employer Support: Emergency Services Award. The award was presented to the RNC by Cst. Noel Gibbons in his capacity as Sergeant, 37 Combat Engineer Regiment, Canadian Armed Forces. The RNC was nominated for this award by Cst. Gibbons in recognition and appreciation of its support for members of the Canadian Armed Forces within the RNC.

**Atlantic Women in Law Enforcement (AWLE) Awards** - Members of the IPVU, Cst. Lindsay Dillon, Cst. Nadia Churchill and Ms. Malin Enström, received the Team Endeavors award for their work on the complex and comprehensive issue of IPV. Cst. Chelsey Guinchard received the Mentoring and Coaching award for continuously being such an inspiring role model and for providing guidance, advice and mentoring to other officers.

**Member of the Order of Merit** - Her Excellency the Right Honourable Julie Payette, Governor General of Canada, bestowed the honour of Member of the Order of Merit of the Police Forces upon Chief Joseph Boland in October. The Order of Merit of the Police Forces recognize conspicuous merit and exceptional service by members and employees of the Canadian police forces, whose contributions extend beyond protection of the community.

**CASEY Award** – The Coalition Against the Sexual Exploitation of youth presented the RNC with the CASEY Award. This award acknowledges commitment to working with community partners to build new relationships and help instill trust in this population, illuminate this type of crime and help to bring an end to sexual exploitation.

**Public Service Award of Excellence** - The RNC Intimate Partner Violence Unit (IPVU) received the Government of Newfoundland's 2018 Public Service Award of Excellence for teams for their outstanding contributions to the public service. The team's commitment to reducing IPV through early identification, mitigation and intervention, and building trusting relationships with victims and communities earned Constable Lindsay Dillon, Constable Nadia Churchill and Ms. Malin Enström the highest honour an employee can receive from the Provincial Government.

# AWARDS AND RECOGNITION



2019 EXEMPLARY SERVICE BAR RECIPIENTS

## 20 YEARS EXEMPLARY SERVICE

Sergeant Danny Doiron  
Sergeant David White  
Sergeant Wayne Mercer  
Sergeant William Rossiter  
Constable Kenneth Milks

## 30 YEARS EXEMPLARY SERVICE

Inspector Sharon Warren  
Sergeant Douglas Day  
Sergeant Jeffrey Thistle  
Sergeant Michael Summers





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