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# CACP Ethics Committee 2008 Report

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## Membership 2007-2008

D/C Jim Hornby Calgary PS – Chair

D/C Norm Lipinski Edmonton PS – Vice Chair

A/Comm. Sandra Conlin RCMP – Vice Chair

Chief Steven McIntyre – Rothesay PS

Supt. Richard Stubbings – Toronto PS

Insp. Peter Lennox – Toronto PS

Supt. Grant Foster – Saskatoon PS

Sgt. Marie Damian – RCMP

Chief (ret'd) John Middleton-Hope

A/Comm. (ret'd) Pat Cummins

A/Comm. (ret'd) Rod Smith

Insp. (ret'd) Bill Maxwell

Ms. Lana Hohn-Martens – Calgary PS

Ms. Michelle Farrell – O.P.P.

Dr. John Jones

The 2007-2008 reporting period was a busy session for the Ethics committee. The group met 4 times face to face and an additional video conference to continue to make progress on several issues facing members of the CACP.

The committee is still striving to be regionally represented and as of this report, the pacific region is the only area which does not have representation. The committee continues to recruit membership to ensure all regions of policing are at the table so any recommendations made to the CACP executive represents all areas of the country.

The latest version of the CACP Ethics Committee Orientation CD is now available and the committee is sending a copy to each new member of CACP. The information contained on the CD illustrates the values of the CACP, the ethical framework used to integrate our values into day to day decision making, and provides a number of resources for organizations looking to better align themselves with the Association's view of policing values in our country. While the information on the CD is a product of the entire committee, I would like to thank the Edmonton Police Service for preparing them for distribution.

Duty of Care in policing is an area the committee is reviewing. We are developing a model we can recommend to CACP member organizations that will ensure an ethical approach to the health and well-being of police employees. There are many examples of employees subjected to traumatic or highly stressful situations in the workplace that ultimately resulted in a difficult separation from the organization. As senior managers and proponents of ethical leadership, we all have a duty of care for employees in our charge. We must ensure that reasonable steps are taken to protect our people from physical, psychological, and emotional harm. It is with this in mind that this committee is developing a

model with an ethical approach towards the protection of police employees that it can recommend to member agencies wishing to ensure that their “duty of care” obligation to their organization is met.

The Ethics committee continues to work on an awards platform that recognizes CACP members for strong ethical leadership above and beyond years of service or rank. We must, as an association, continue to identify those individuals who daily demonstrate those characteristics that make policing organizations better. Police services that are seen by both their employees and the public as transparent, fair and respectful, progressive and professional, are what we are all trying to achieve. Those individuals who are making those gains consistently to meet those objectives must be identified and celebrated by the CACP as role models who can help others achieve similar gains. To that end, this committee is working with the HR committee to develop a submission to the CACP executive with recommendations for a series of awards that recognizes these performances.

The committee is also working on the issue of sponsorship in policing. This is a controversial matter that should be of concern to every member of the CACP. Policing must be seen to be an independent, objective body tasked with investigating criminal complaints professionally, fairly, and without bias. Even the perception that someone can or has gained an advantage in any police matter because of a “special” relationship with the police agency cannot be permitted. Herein lies the inherent risk of sponsorship in policing. No one in this room would argue that their police agency would remain as effective as they are without sponsorship from community minded individuals and agencies supplying resources required to provide services that our communities are demanding. In a perfect world, governments, federal, provincial and municipal, would provide all the necessary resourcing to permit policing to provide levels of service our communities deserve. However this is not the case and as a result some agencies seek out sponsorship as a method to provide these services. This annual conference that permits police leaders from across the country to get together to discuss current issues and learn new and innovative ways to address them must use sponsorship to control costs. The committee previously presented a model to the CACP executive adapted from the RCMP to try and provide some management of expectations for both the agency wanting to support policing and the policing organization. While this assists in keeping police agencies at arm’s length from the sponsor, it unfortunately, in the opinion of the committee, does not go far enough. So the dilemma facing CACP and its member organizations is how do we maintain this image of objective professionalism and not suffer allegations of preferential access or treatment because of this support. This committee believes there is room for sponsorship within CACP by using a model that removes any opportunity for direct agency contribution of support for policing. We are working on the development of that model that at its conclusion will permit the business of policing to continue at levels demanded by the public.

The committee also continues to work on its research project to seek out and find policies and practices that have been proven to positively change ethical behaviour in policing organizations. There have been numerous studies on ethics in policing, many with recommendations on changes that can be made to positively impact organizational behaviour. To our knowledge, there is no analysis on any of these recommendations that authoritatively show them to have worked. This is the purpose of our research. As I reported to you last year, the committee had engaged a researcher to complete this research, however due to complications, he could not finish the project. We have engaged a new person to

complete this project, Dr. Stephen Maguire of Carleton University, a recognized expert in the field of ethical behaviour. The committee also was restricted by the funding available to properly complete the research we needed and sought out additional sources. The CACP has contributed \$25,000 towards this project and I am pleased to tell you that the Sheldon Chumir Foundation has joined this venture and added an additional \$70,000.00 ensuring this review will find those practices proven to remodel ethical behaviour in policing. I cannot emphasize how important this research is to policing in a time when our actions are under intense scrutiny from the public. Ethics in policing has never had the public profile it does today and the committee believes the answers this research will provide will help every member agency seeking to enhance their ethical profile in the community.

The Ethics committee has also developed its own collaboration site on the web, similar to those done by committees such as Informatics. National committees often find collaboration difficult without face to face interaction so progress is often slow on projects. SharePoint sites offer secure web access to files, documents, discussion groups, net meetings, etc. that permit long distance collaboration in a timely fashion to help expedite actions of the committee. There is a learning curve required to use the technology, however once the participants are conversant many of the practices that required the use of email or actual meetings can be accomplished quite easily.

Lastly, the committee is scheduled to participate in the first joint session of the CACP/IACP ethics committees at the AGM. Our counterpart with the international association is here in Montreal to participate with us in an examination of common issues and potential solutions that may be of use in both arenas. This is the first collaboration between the two groups and a tremendous opportunity to examine contrasts in approaches to similar issues and gain insights into matters from one policing community that have not become a concern in the other's.

If you have any questions, I would be pleased to answer.