

3rd

Applicable toward CPD Requirement

Law Enforcement Risk Management

Workshop Included:

LEADERSHIP & RISK: HIRING, TRAINING & SUPERVISING

Participating organizations

- Dawe Dineen
- Johnstone & Cowling LLP
- Law Offices of Roger Rowe
- Markson Law Professional Corporation
- Miller Thomson LLP
- OCG Strategy and Organization Consulting
- Office of the City Solicitor, City of Toronto
- Office of the Independent Police Review Director (OIPRD)
- Toronto Police Service - Toronto Police College
- Waterloo Regional Police Services
- York Regional Police

Who should attend

Police Chiefs, Commissioners & Superintendents; leadership in policing, public safety & professional standards; police services board, review board, tribunal members; adjudicators; crown attorneys

Course highlights

- Explore the identification and management of key areas of legal risks
- Look at best practices for law enforcement oversight and internal investigations
- Examine how best to manage risks in multijurisdictional investigations
- Uncover how to develop effective policies and practices to deal with potential risks for social media
- Address risks involved in dealing with mental-health issues
- Explore what can be done to decrease the risk of wrongful convictions
- Learn how to manage the risks of human rights complaints
- Examine issues involved in mitigating risks surrounding professional conduct and the use of force
- Assess practices for managing risks in emerging privacy issues

Two-Day Event!



Course Leader
Joseph Markson,
Markson Law Professional Corporation



Course Leader
Cameron Field,
Toronto Police Service -
Toronto Police College



Michael Dineen,
Dawe Dineen



Eric Cousineau,
OCG Strategy and Organization Consulting



David Chodikoff,
Miller Thomson LLP



Ian B. Johnstone,
Johnstone & Cowling LLP



Kathleen MacDonald,
York Regional Police



Gerry McNeilly,
Office of the Independent
Police Review Director
(OIPRD)



Beth Milliard,
York Regional Police



Roger Rowe,
Law Offices of Roger Rowe

Mike Buchanan,
York Regional Police

Antonella Ceddia,
Office of the City Solicitor,
City of Toronto

Virginia Torrance,
Waterloo Regional Police
Services

Sharon Wilmot,
Toronto Police Service

COURSE LEADERS

JOSEPH MARKSON

Joseph Markson is a Barrister & Solicitor at **Markson Law Professional Corporation**. His practice is criminal and regulatory litigation. His individual clients are generally professionals and first responders.

CAMERON FIELD

Cameron Field is a Detective Sergeant - Section Head - Investigative Training at **Toronto Police Service - Toronto Police College**

CO-LECTURERS

MIKE BUCHANAN

Mike Buchanan is Constable at **York Regional Police**.

ANTONELLA CEDDIA

Antonella Ceddia practices litigation defence at the **Office of the City Solicitor City of Toronto**, where her practice involves defending the City, the Toronto Police Service, the Chief of Police and the Toronto Police Services Board.

DAVID CHODIKOFF

David W. Chodikoff is a Partner at **Miller Thomson LLP**.

ERIC COUSINEAU

Eric Cousineau is Managing Director & Founder at **OCG Strategy and Organization Consulting**. His practice focuses on delivering cost-effective solutions in organizational effectiveness.

MICHAEL DINEEN

Michael Dineen is a Partner at **Dawe Dineen**. He is a criminal defence lawyer with a particular focus on appeals.

IAN B. JOHNSTONE

Ian B. Johnstone is a Partner at **Johnstone & Cowling LLP**. He practices in the area of labour law, with expertise in police labour and disciplinary processes.

KATHLEEN MACDONALD

Kathleen MacDonald is Associate Counsel at **York Regional Police**. She has been an Assistant Crown Attorney with the Ministry of the Attorney General since 2004. She provides legal advice to civilian staff, frontline officers and members of the Executive Command Team.

GERRY MCNEILLY

Gerry McNeilly is Independent Police Review Director at the **Office of the Independent Police Review Director**. He is responsible for receiving, managing and overseeing all public complaints against police in Ontario.

BETH MILLIARD

Beth Milliard is Sergeant, Peer Support Unit at **York Regional Police**.

ROGER ROWE

Roger Rowe is Barrister at **Law Offices of Roger Rowe**. He has been a member of the Consent and Capacity Board in Ontario for the last 8 years.

VIRGINIA TORRANCE

Virginia Torrance is Solicitor, Legal Services and Risk Management at **Waterloo Regional Police Services**. Her practice involves advising the Police Service on various aspects of law.

SHARON WILMOT

Sharon Wilmot is Legal Counsel at the **Toronto Police Service**. Her practice focuses primarily on civil litigation, disciplinary matters and general advice on various areas of the law.

COURSE PROGRAM

MANAGING KEY AREAS OF LEGAL RISK: AN OVERVIEW

There has been a growing demand for greater legal regulation and accountability in law enforcement work in an effort to make it more externally transparent and governed. However, with these developments come a host of legal risks. This session will explore the identification and management of these risks.

- Legislative and regulatory initiatives giving rise to legal risk
- Risk management techniques overview and strategic integration
- Developments in legal accountability/oversight of law enforcement
- Identifying key sources of legal risk and their consequences

LAW ENFORCEMENT OVERSIGHT & INTERNAL INVESTIGATIONS

An investigation into potential misconduct is often lengthy, complex and stressful for everyone involved. This session will look at best practices for conducting this type of investigation and the risk management compo-

nents necessary for avoiding missteps along the way.

- Form and function of the internal investigations process
- Maintaining the integrity of the investigation
- Role of the OIPRD and the SIU: jurisdictional issues
- Disclosure requirements in investigations

MANAGING RISKS IN MULTIJURISDICTIONAL INVESTIGATIONS

When a crime crosses jurisdictional boundaries, investigators will be required to work together in a coordinated effort towards a common goal. This requires careful logistics planning with established procedures. This session will explore this process for managing multijurisdictional investigations.

- Use of a joint management team to achieve buy-in from all agencies
- Defining the roles and responsibilities of investigative personnel
- Controlling and coordinating investigative resources
- Communication strategies for multijurisdictional investigations

webcast



While nothing compares to the experience of attending the live event, with its enhanced networking opportunities and direct contact with leading experts, for those unable to attend in person FP provides a convenient option to still benefit from this unsurpassed learning experience:

FP's live interactive Webcasts allow you to actively participate in events, from downloading all material distributed by lecturers to asking speakers questions.

- This program can be applied towards 9 of the 12 hours of annual Continuing Professional Development (CPD) required by the Law Society of Upper Canada. Please note that these CPD hours are not accredited for the New Member Requirement.
- For Alberta lawyers, consider including this course as a CPD learning activity in your mandatory annual Continuing Professional Development Plan as required by the Law Society of Alberta.
- Attendance at this course can be reported as 10 hours of Continuing Professional Development (CPD) to the Law Society of B.C.
- The Barreau du Québec automatically accredits training activities held outside the Province of Quebec and accredited by another Law Society which has adopted MCLE for its members



SOCIAL MEDIA RISKS IN LAW ENFORCEMENT

The level of police accountability and transparency has significantly increased with social media, as every act of misconduct can be recorded and posted online. Law enforcement is beginning to develop relevant policies, procedures and practices to deal with these related risks. This session will examine how to manage emerging risks.

- External risks for social media in policing
- Internal social media risks
- Use of social media in conducting investigations
- Social media crises management

ENGAGING CITIZENS WITH MENTAL HEALTH CONDITIONS

There has been a number of high-profile incidents involving the police and mentally ill citizens that have ended badly. With one-third of police shootings in Canada involving people diagnosed with mental illness, police response tactics to encounters with the mentally ill must be reassessed. This session will look at addressing the risks involved.

- Training officers to handle incidents involving mental health issues
- Strategies to defuse crisis situations
- Communications strategies to engage citizens with mental illness
- Early recognition and detection of mental illness vs medical issues

PREVENTING HUMAN RIGHTS COMPLAINTS

Law enforcement duties, by their very nature, run the risk of giving rise to human rights complaints. The cost of human rights proceedings is great, in both financial terms and in potential damage to reputations, careers and overall morale. This session will discuss human rights issues in the law enforcement context.

- Where and how the interaction of law enforcement officers with the public can raise human rights concerns
- Impact of human rights legislation on law enforcement
- Recent human rights case law relating to law enforcement
- Recent areas of focus in human rights litigation by complainants and the Human Rights Tribunal

USE OF FORCE & PROFESSIONAL CONDUCT

In law enforcement, the use of force and overall professional conduct in the carrying out of duties generate the greatest potential for liability. This session examines issues involved in mitigating risks surrounding professional conduct and the use of force.

- Risk frequency of use of force and how it should be treated
- Current law and guidelines on use of force
- Developments in the use of conducted energy weapons
- Assessing threat levels
- Use of expert evidence in use of force cases

MANAGING RISK IN EMERGING PRIVACY ISSUES

Effective privacy and security protections are essential to law enforcement organizations, considering the substantial amounts of sensitive information they are dealing with. This discussion details how privacy laws apply to policing and best practices for overcoming key privacy/security risks in law enforcement.

- How privacy laws apply to policing
- Dealing with citizen security concerns
- Law enforcement investigation exemption to privacy laws
- Implementing effective privacy and security assurance controls

POLICE ETHICS AND ACCOUNTABILITY

There is an increased public demand for officers to be equipped with

body worn cameras to record interactions with the citizens in the name of transparency and accountability. This session will explore the ethical and accountability implications of police officers in Ontario being equipped with body worn cameras.

- Policy and privacy considerations
- Potential benefits and detriments from a risk management perspective
- U.S. experience with law enforcement agencies who have deployed cameras

DECREASING THE RISK OF WRONGFUL CONVICTIONS

Legal research into the causes of wrongful convictions has identified a number of factors, some of which are linked to the conduct of the investigating police force. This discussion will explore what can be done to decrease the risk.

- Police policies to address tunnel vision
- The risk of unreliable eyewitness identification evidence
- The risk of false confessions

WORKPLACE HARASSMENT & LABOUR LAW LEGAL RISKS

Claims of bullying, harassment and violence in the workplace can lead to lawsuits as well as have a dramatic impact on morale, reputation and overall productivity. This session will detail tactical considerations in the implementation of workplace violence & harassment policies within law enforcement.

- Legal responsibility of employers in the face of bullying
- Criminal laws addressing violence and bullying in the workplace
- Establishing a comprehensive bullying and harassment policy
- How to identify workplace bullying situations: training staff
- Conducting investigations into claims of harassment & bullying

IMPORTANCE OF MENTAL HEALTH SCREENINGS & REGULAR CHECKS-INS FOR HIGH RISK UNITS

Work and personal stress can play a role in the development or exacerbation of mental health problems. Since high risk unit members have to perform sensitive tasks for which a healthy psychological functioning is needed, certain steps, such as psychological suitability, annual check-ins and education and awareness regarding mental health are important. This session will explore:

- What is required in a mental health screening
- Importance of choosing the right psychologist
- Member's knowledge of their own mental health

WORKSHOP

LEADERSHIP & RISK: HIRING, TRAINING & SUPERVISING

Much of the risks facing law enforcement organizations can be mitigated through hiring, training and supervising best practices. This workshop will examine the unique circumstances of law enforcement organizations, and explore the connections between risk, culture and leadership.

- Leadership's role in creating a culture that mitigates risks
- Risk trend identification
- Planning strategically to minimize future risks
- Improving policing through effective leadership strategies
- Maintaining the fundamentals of ethics in policing



The "Proceedings" is your Web repository of learning resources for this event. It includes:

- the recording of the lectures at the forthcoming event itself, including documentation, slides and audio-visual;
- 25 or more carefully selected additional lectures (below), which are intended as a recommended enrichment of the course content, with many additional topics covered.

The price of the Proceedings (one user licence) is \$299 if you are attending in person or by Webcast; or \$799 otherwise.

<p>Managing key areas of legal risk Nathalie Des Rosiers Faculty of Law, Common Law, University of Ottawa</p>	<p>Police oversight: A practitioner's view of horizontal policy in the making Anita Dagenais Public Safety Canada</p>	<p>Importance of developing media strategy: Protecting public confidence Hassaan Basit Halton Region Conservation Authority</p>
<p>Risk of swatting Andrew P. McKay, LL.B Warren, McKay, Geurts, & Bellehumeur LLP</p>	<p>Working more effectively with municipalities, police and community partners in emergency management Rocky Prosser Kingston General, Providence Care, Hotel Dieu Hospitals</p>	<p>Employee and workplace privacy compliance Karen M. Sargeant Fasken Martineau DuMoulin LLP</p>
<p>Managing risk in emerging privacy issues Michal Fairburn Stockwoods LLP</p>	<p>Claims against police officers Kevin A. McGivney Borden Ladner Gervais LLP</p>	<p>Employment practices liability risk management Mary A. Porjes Porjes Walsh</p>
<p>Decreasing the risk of wrongful conviction risk Owen Wigderson Wigderson & Associate</p>	<p>Horizontal law enforcement initiatives to enhance Canadian's public safety Scott McDougall Royal Canadian Mounted Police</p>	<p>Social media and damage control: managing threats, maximizing opportunities Mike Spear Genome Alberta</p>
<p>Leadership & risk: Hiring, training & supervising Mike Laviolette Ottawa Police Service</p>	<p>Conducting compliant workplace investigations Alev Hincer, MBA, CHRP Linde Canada Limited</p>	<p>Risk assessment methodologies Allan McDougall, BA BMASc PCIP CMAS CISSP CPP Evolutionary Security Management</p>
<p>Establishing an internal accountability framework Scott Tod Ontario Provincial Police</p>	<p>Risks associated with employees' use of social media Michael T. Gray, MIR Durham Catholic District School Board</p>	<p>Liability for privacy breaches Jill Dougherty WeirFoulds LLP</p>
<p>Risk oversight & discipline practices Anil Kapoor Kapoor Barristers</p>	<p>Case studies: Preventing workplace violence and harassment Normand Côté Bank of Montreal</p>	<p>Reducing the risk of liability in emergencies: Crisis management strategies Bob Gray Regional Municipality of Halton</p>
<p>Ethics for police leaders: Exercising the fundamentals of ethics in new policing environment Mike Laviolette Ottawa Police Service</p>	<p>Human rights issues Julie McAlpine Jeffries, BA, LLB, LLM University of Toronto</p>	<p>Managing the risk: A proactive approach to the exposures of regulatory liability Kenneth L. Beaman City of Niagara Falls (Corporation of the)</p>
<p>Transforming HR management: Developing future police leaders at the Ontario provincial police Renee Hannes Ontario Provincial Police</p>		

Registration: To reserve your place, call Federated Press toll-free at 1-800-363-0722. In Toronto, call (416) 665-6868 or fax to (416) 665-7733. Then mail your payment along with the registration form. Places are limited. Your reservation will be confirmed before the course.

Location: Novotel Toronto Centre Hotel, 45 The Esplanade, Toronto, ON, M5E1W2

Conditions: Registration covers attendance for one person, the supplementary course material as described in this document, lunch on both days, morning coffee on both days and refreshments during all breaks. The proceedings of the course will be captured on audio or video.

Time: This course is a two-day event. Registration begins at 8:00 a.m. The morning sessions start promptly at 9:00. The second day ends at 5:00 p.m.

Cancellation: Please note that non-attendance at the course does not entitle the registrant to a refund. In the event that a registrant becomes unable to attend following the deadline for cancellation, a substitute attendee may be delegated. Please notify Federated Press of any changes as soon as possible. Federated Press assumes no liability for changes in program content or speakers. A full refund of the attendance fee less 15% administration fee will be provided upon cancellation in writing received prior to January 15, 2016. No refunds will be issued after this date.

Discounts: Federated Press has special team discounts. Groups of 3 or more from the same organization receive 15%. For larger groups please call.

Payment must be received prior to January 21, 2016

Phone: 1-800-363-0722 Toronto: (416) 665-6868 Fax: (416) 665-7733

TO REGISTER FOR 3RD LAW ENFORCEMENT RISK MANAGEMENT	REGISTRATION COSTS
Name _____	NUMBER OF PARTICIPANTS: <input type="text"/>
Title _____ Department _____	COURSE: \$1975
Approving Manager Name _____	WEBCAST: \$1575*
Approving Manager Title _____	* One user licence
Organization _____	COURSE + PROCEEDINGS:
Address _____	\$1975 + \$299 = \$ 2274
City _____ Province _____ Postal Code _____	WEBCAST + PROCEEDINGS: \$1874
Telephone _____ Fax _____ e-mail _____	PROCEEDINGS: \$799*
Please bill my credit card: AMEX VISA Mastercard	* One user licence
# _____ Expiration date: ____ / ____	NOTE: Please add 13% HST to all prices.
Signature: _____	Proceedings will be available 60 days after the course takes place
Payment enclosed: Please invoice. PO Number: _____	Enclose your cheque payable to Federated Press in the amount of: <input type="text"/>
WHEN CALLING, PLEASE MENTION PRIORITY CODE: LERM1601/E	GST Reg. # R101755163
	PBN#101755163PG0001
	For additional delegates please duplicate this form and follow the normal registration process
	MAIL COMPLETED FORM WITH PAYMENT TO: Federated Press P.O. Box 4005, Station "A" Toronto, Ontario M5W 2Z8