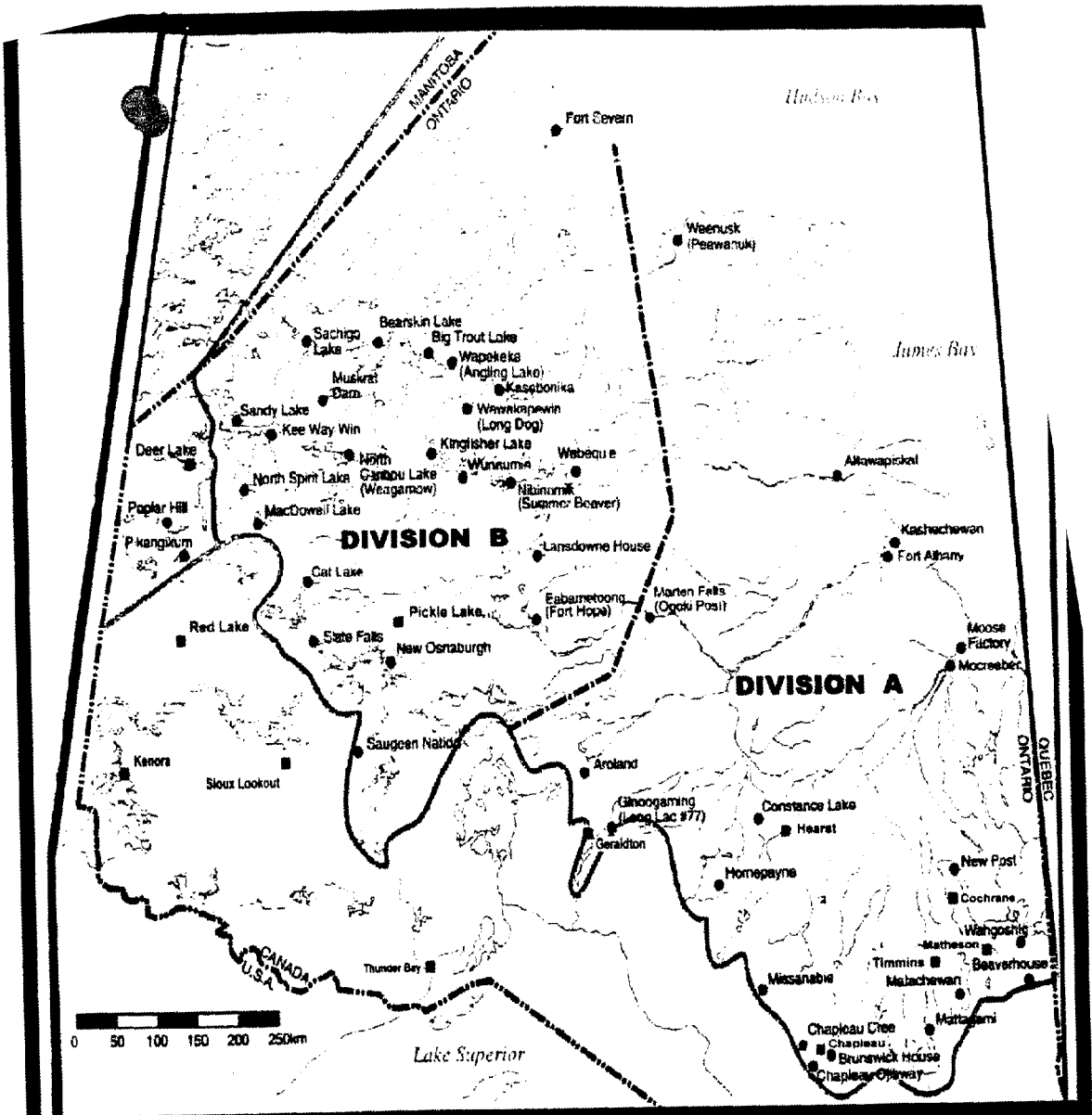


NISHNAWBE-ASKI POLICE SERVICES



*BRIEFING REPORT
FOR
SOLICITOR GENERAL OF CANADA
HON. L. MacAULAY*



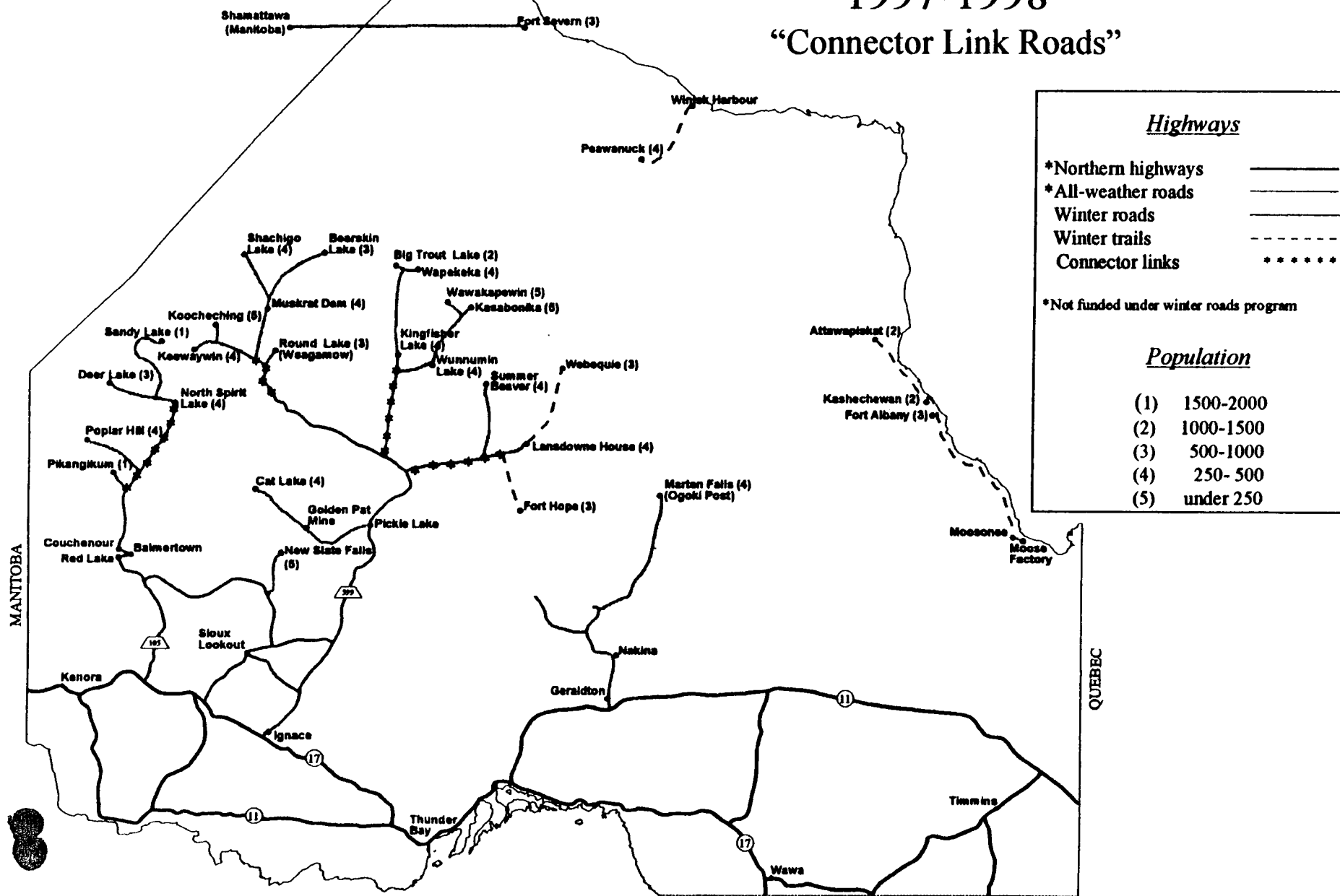
NISHNAWBE-ASKI POLICE SERVICE

DIVISIONAL BOUNDARIES

- First Nation Communities
- Non-Native Communities
- Treaty Boundary
- - - - - Police Divisions

Northern Ontario Winter Roads 1997-1998

"Connector Link Roads"





NISHNAWBE-ASKI POLICE SERVICE

February 19, 2001

Briefing Note

Mr. Minister, thank you for taking the time to listen to our Grand Chief, Deputy Grand Chief and Police Services Board Chair.

I wish to speak briefly on the Nishnawbe-Aski Police Service and the operational problems the police service is suffering. In the summer of 1999, some of our Chief's had started to recognize the shortcomings in our Agreement, specifically in the areas of human resources, housing and police detachments. In the winter of 1999, a resolution was passed by the Chief's in Assembly to renegotiate the Police Agreement.

Our police service is unhealthy in human resources and working environments. Our attrition rate is very high, a 45% turnover in the last year, and it can be attributed to the unhealthy state.

Our police officers are tired and afraid. They do not get the proper rest that is needed in the occupation they have chosen. It is causing mental health problems and stress related sick time. The police service does not have enough human resources to support the police officers in the communities. They do not get "*clear rest days*" for a number of reasons. One is due to the attrition rate. At times a community may only have one police officer. A second reason is because of the remoteness factor, they cannot leave the community and will always be called upon. Another is the lack of housing. The police officer has to live with either extended family or friends in an already crowded home and with shift work and call outs does not get enough sleep. The police officers that are alone in the community respond to violent crimes and traumatic events such as suicides. The nearest back up for them is four hours away and arrives by plane.

They become afraid.

The lack of services in the community that a police officer from the "south" takes for granted also causes extra fatigue. There are no basic tools for the police officer. They are ambulance drivers, social workers, fireman, mental health workers and anything and everything.

Our police officers get sent to isolated communities right out of police college with only the bare necessities of basic training, and in some cases are all alone. Basic training is supposed to be supplemented through "*on the job training*" with coach officers. We do not have coach officers. I know of no police service that would send a raw recruit to an isolated community alone. This is clearly an "*officer safety*" issue with the potential for criminal negligence and civil liability.



As an appendix I have attached a 1991 report by the Ontario Provincial Police on First Nations Police Training. This report states, "*coach officer support for First Nation Constables be consistent, be provided by Aboriginal officers, be provided in the communities where the new hire will be working and; be provided with a community awareness component delivered by a community member. The report also states that equipment needs such as buildings, holding cells, and safety equipment will have to be improved and the funding guaranteed*". A decade has passed and the First Nation Police officers still have the same problems.

I will relate two incidents that I know of personally and one that was witnessed by the Solicitor General of Ontario who has promised help. The Honourable Minister has acknowledged the policing crisis within the Nishnawbe-Aski Nation and has accepted responsibility for the safety of citizens of Ontario and for the safety of the police officers.

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A police officer

He was the only police officer in the community. During his four days off he did not take his uniform off.

Another police officer in a remote community was by himself for six months. He had come right out of police college. In the six months he investigated This is a traumatic enough, In most cases down south a police officer would not be doing this and would either have assistance from another officer, paramedics or the

There are many more incidents like this that I have described, but the two I mentioned have illustrated the point.

I have attached some correspondence in this briefing report from officers and medical professionals who have treated our police officers for mental health.

The immediate needs for our police service's survival and to become healthier is additional human resources. I have worked with the Provincial Negotiator, Dr. Hugh Stevenson, the two regional commanders of the Ontario Provincial Police, our own Division Commanders and together developed a proposal that is supported by the Province to address the lack of support personnel. This proposal for twelve additional positions is the bare minimum.

I have attached to this report organizational charts from the Royal Canadian Mounted Police, Yukon and Nunavut Territories. The Yukon is the same size in terms of front line officers, and is approximately the same geographical size. Nunavut is very similar in that it has the same number of front line officers, is distinctly remote and has isolated communities. In comparison to our organizational chart it is clear that they have the required support services.

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The other two areas in our Agreement that needs attention is housing and police buildings.

The shortage of housing throughout the Nishnawbe-Aski Nation not only affects the police officers. The houses that some of our police officers live in are condemned. They lack plumbing and water, and in some cases the snow blows in through cracks. Without proper housing it is difficult to recruit. The selection of an officer comes down not to the best suited or the one with academic record, but to the candidate that has housing. In the Nishnawbe-Aski Nation there are no other towns that are close by that have houses or apartments for rent. I have attached a letter from a police officer that is typical of the housing shortage.

Our police offices and cells do not meet any Federal or Provincial standard. We have buildings that have been identified condemned ten years ago, but are still in use. I have attached correspondence that attests to this. A high number of our police buildings do not have plumbing or water. In these buildings it is the responsibility of the police officer on duty to ensure that the "honey bucket" is emptied after use. We have had prisoners escape while being escorted to the outhouse. In every case the cells are made of plywood. Most do not have proper cell doors, and a piece of 2x6 lumber is the locking device. I have personally witnessed twelve prisoners in a cell that measured six by eight feet. On busy weekends the officers cannot make any more arrests or have to let intoxicated prisoners go because we cannot separate males from females from young offenders.

These cells are a high risk for prisoners attempting to commit suicide. The Provincial remand centre in Thunder Bay undertook extensive renovations as they were determined to be a health hazard due to overcrowding and being dated. Our police service would have considered these facilities as first class.

No person from an urban centre in the south would take being lodged in our cells without taking their story to the media or to a lawyer for civil action.

Our cells and police officers are a *health and safety* issue. If this was pushed to the health and safety authorities our police buildings would be shut down. I know this to be fact as one official has told me this, but realizes that it would not happen for community safety.

I have attached a spread sheet that describes our First Nations and sums up the conditions.

I have also attached photographs of some of our police offices and cells that would typify our conditions.

The Grand Chief, Deputy Grand Chief, Nishnawbe-Aski Police Services Board, and the Chief of Police have made every effort to convince Canada and the Province that we are working within the limits of our Agreement, but cannot provide even the basic police service to the First Nations we serve.

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The Aboriginal Directorate's First Nation Policing Policy objective is, "*to ensure that First Nations peoples enjoy their right to personal security and public safety. This will be achieved through access to policing services that are responsive to their particular needs and that meet acceptable standards with respect to the quality and level of service*".

The Policy Principles on Quality and Level of Service states, "*First Nations communities should have access to policing services which are responsive to their particular policing needs and which are equal in quality and level of service to policing services found in communities with similar conditions in the region. First Nations communities should have input in determining the level and quality of the police services they are provided*".

In March, 2000, representatives from Canada and the Province were given a tour of some Nishnawbe-Aski First Nations to see first hand the conditions the police service must work in. The policing facilities of Little Grand Rapids in Manitoba was also shown to the representatives on the tour to provide a comparison. Little Grand Rapids is a First Nation within Treaty 5 and is similar of the conditions in the region.

I have attached photographs of this Detachment which polices two First Nations and are both accessible only by air.

Mr. Minister, I respectfully request that the Nishnawbe-Aski Police Service begin negotiations as soon as possible to rectify the shortcomings and policing concerns as identified by our Chiefs'; and as per the policy and mission statements of the Aboriginal Policing Directorate.

Detachment	Community Population	Complement	Location	Access	Maintenance of Building	Monthly Rent	Utilities (Heat & Hydro)	Holding Cells	Washrooms	Privacy	Notes	Police Officer Residence
Peawanuck	265	2 Cst.'s	In First Nation Band building	Fly In	First Nation	\$1,200.00	Included	2 with washrooms	Shared with Band Office. Est. Cost to install \$4,000.00	None	Presently in a small one (1) room office. No privacy between holding cells & Officer working space. No storage space. Has separate entrance.	Require 2
Attawapiskat	1,900	1 Sgt. 3 Cst.'s	In own building	Fly In Winter Road	First Nation	\$1,600.00	Included	2 with washrooms	Have washrooms	3 Private Offices	N.A.P.S. contributed \$100,00.00 towards present building. No storage space. Office is 1104 sq. feet.	Require 6.
Kashechewan	1,500	1 Sgt. 3 Cst.'s	In own building	Fly In Winter Road	First Nation	\$1,500.00 (Proposed by Band for current building). No current rental agreement.	Included	3 Makeshift holding cells. No toilets. Est. cost to install \$12,000.00.	No washroom facilities. Est. cost to install \$4,000.00.	None	Need new building. Structural damage at current site. No storage space. No vehicle garage. Have had three (3) fuel spills.	Require 5
Fort Albany	900	1 Sgt.	In own building	Fly In Winter Road	First Nation	\$500.00	Included	2 with washrooms	Have washrooms	None	One open-concept office - no dividing walls. Building being demolished within 2 years. Former residential school.	Require 5
Moose Factory	3,110	1 Sgt. 5 Cst.'s	In own building - owned by Ontario Realty Corp.	Fly In Train Winter Road	Ontario Realty Corp.	\$0.00	\$500.00 Monthly	2 with washrooms	2 Washrooms	4 Offices	Has storage space. Has vehicle garage. Former R.C.M.P. Detachment built in the 1950's.	Require 6
New Post	80	1 Cst.	In First Nation Band Office Building	Road Accessible	First Nation	\$350.00	Included	None	Shared with Band Office	None	No private entrance. No private phone/fax line. No current vehicle garage. Construction of garage being proposed by New Post First Nation - value of \$7,600.00.	Require 1
Wahgoshig	140	1 Cst.	In small trailer rented from Woodgreen	Road Accessible	Woodgreen	\$435.00	\$75.00 Monthly	None	None	1 - 1 room building	Must use First Nation Band Office washroom - Next door. No vehicle garage. Office is 200 sq. feet. leased trailer.	Require 1
Matatchewan	416	1 Cst.	In First Nation Band Office building	Road Accessible	First Nation	\$400.00	Included	None	Shared with Band Office	None	No vehicle garage. No private entrance. Office is 156 sq. feet.	Require 1
Mattagami	400	1 Cst.	In First Nation Band Office building	Road Accessible	First Nation	\$400.00	Included	None	Shared with Band Office	None	No vehicle garage. No private entrance. Office is 121 sq. feet.	Require 1
Brunswick House	147	1 Cst.	In First Nation Band Office building	Road Accessible	First Nation	\$500.00	Included	None	Shared with Band Office	None	No vehicle garage. No private entrance. Office is 220 sq. feet.	Require 1
Chapleau Ojibway	33	1 Cst.	In First Nation Band Office Building	Road Accessible	First Nation	\$550.00	Included	None	Shared with Band Office	None	No vehicle garage. No private entrance. Office is 233 sq. feet. Storage space is 80 sq. feet.	Require 1
Chapleau Cree	63	1 Cst.	In First Nation Health Centre	Road Accessible	First Nation	\$475.00	Included	None	Have own washroom.	None	No vehicle garage. No private entrance. Office is 340 sq. feet.	Require 1
Constance Lake	1,300	2 Cst.'s	First Nation Band Building	Road Accessible	First Nation	\$450.00	Included	None	Shared with other occupants.	None	No vehicle garage. No private entrance. No storage space. Office is 266 sq. feet.	Require 3
Aroland	382	2 Cst.'s	In own building - owned by Ontario Realty Corp.	Road Accessible	Ontario Realty Corp.	\$0.00	\$500.00	2 Holding Cells with washrooms	Have own washrooms.	None	Current office is in same building as Officer living quarters - has a vehicle garage. Current building is located in Nakina - need new building located within the Community. Former O.P.P. Detachment built in 1950's.	Require 2

Detachment	Community Population	Complement	Location	Access	Maintenance of Building	Monthly Rent	Utilities (Heat & Hydro)	Holding Cells	Washrooms	Privacy	Notes	Police Officer Residence
Bearskin Lake	600	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$2,190.00	First Nation	2 Cells Plywood	1	Yes	Newer frame building, attached garage and residence. Two (2) cells and interview room.	Require 2
Cat Lake	465	1 Cpl. 2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$1,500.00	First Nation	3 Cells Incomplete	1	None	Garage attached. Presently taking on renovations. Installed video cameras. Attached residence.	Require 2
Deer Lake	800	2 Cst.'s	In First Nation Band Office Building	Fly In Winter Road	First Nation	\$0.00	First Nation	2 Cells Plywood	None	None	Small shed butted up to the Band Office. No fire exit, no washroom or toilet. Cells plywood with cell light overhead (fire trap). Cell doors secured with 2 x 4 wood bars. No vehicle garage.	Require 2
Fort Hope	1,100	1 Sgt. 2 Cst.'s	In own building - owned by Ontario Realty Corp.	Fly In Winter Road	Ontario Realty Corp.	\$0.00	Fuel - NAPS Hydro - First Nation	2 Cells	1		Building condemned by Ontario Realty Corp. Judge has recommended prisoners not to be held overnight.	Require 3
Fort Severn	350	1 Sgt. 1 Cst.	In own building	Fly In Winter Road	First Nation	\$2,150.00	First Nation	2 Cells Plywood	1	Yes		
Kasabonika	725	2 Cst.'s	In First Nation Band Office Building	Fly In Winter Road	First Nation	\$450.00	First Nation	2 Cells Plywood	None	None	Walk prisoners to Band Office to use washroom. No vehicle garage. No running water or toilet. No privacy.	Require 2
Keewaywin	350	2 Cst.'s	No building	Fly In Winter Road							No office facilities. Officer works out of police vehicle.	
Kingfisher Lake	410		In own building	Fly In Winter Road		\$900.00		3 Cells Steel Bars		None	Three (3) cells, steel bars. No privacy for prisoners or clients.	
Lansdowne House	300	2 Cst.'s	In own building - owned by Ontario Realty Corp.	Fly In Winter Road	Ontario Realty Corp.	\$0.00	Fuel - NAPS Hydro - First Nation	2 Cells Plywood	1	Yes	No garage for vehicle. Two (2) cells plywood, bar doors. Built on a swamp.	Require 2
Mishkeegogamang	900	1 Sgt. 3 Cst.'s	In own building	Road Accessible	First Nation	\$1,500.00	First Nation	4 Cells	1	None	Cell cabin butted up to single wide ATCO trailer. No vehicle garage or compound.	Require 4
Nibinamik	380	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$760.00	First Nation	2 Cells 2 x 4 Wood Blocked Fire Trap	None	None	No garage. Log cabin, 30 years old. "Honey bucket".	
North Spirit Lake	300	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$700.00	First Nation	2 Cells Plywood	1	None	Small wood bungalow. No vehicle storage. Equipment continuously vandalized. Office insecure.	Require 2
Poplar Hill	295	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$650.00	First Nation	2 Cells Plywood	1	None	Converted two (2) bedroom bungalow. No vehicle storage	Require 2
Sachigo Lake	540	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$1,200.00	First Nation	3 Cells Plywood Bar Doors	None		Attached garage. Three (3) plywood cells, bar doors, possess threat for hanging. "Honey bucket" used for prisoners.	Require 2

							Hydro)					
Sandy Lake	2,100	1 Sgt. 3 Cst.'s	In own building - owned by Ontario Realty Corp.	Fly In Winter Road	Ontario Realty Corp.	\$0.00	Fuel - NAPS	2 Cells Plywood	1	None	Over crowded old bungalow. No vehicle storage. Two (2) small cells, bar doors, prisoners can reach and touch electrical panel. Several hanging points, threat for suicide in cells.	Require 4
Slate Falls	200	2 Cst.'s	Old Band Office	Fly In Winter Road	First Nation	\$500.00	First Nation	1 Cell Plywood Bar Door	None	None	No vehicle storage. Old Band Office. One (1) cell, steel bar doors, hanging points in cells. No lock for door. Suicide and escape risk. "Honey bucket" used for prisoners.	Require 2
Wapekeka	200	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$800.00	First Nation	2 Cells Plywood	None	None	Old House formerly used as a morgue church. Residence and office connected. Three (3) cells, one (1) cell used as Detachment Office 6'x7'.	Require 2
Webequie	700	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$1,458.00	First Nation	2 Cells	1	None	Wood furnace. Attached residence fire trap. Furnace melts ceiling tiles. Attached garage. Poor heat, needs new furnace and insulation. Building should be condemned.	Require 2
Wunnumin Lake	490	2 Cst.'s	In own building	Fly In Winter Road	First Nation	\$600.00	First Nation	2 Cells Plywood	None	None	Small frame bungalow. Two (2) plywood cells, no heat. Nails sticking out, pose threat of hanging or injury. No vehicle garage. No water or sewer. Prisoners use "honey bucket".	Require 2

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