

How can I become a police officer?

The Dakota Ojibway Police Service offers the opportunity of a rewarding career in law enforcement while receiving training and performing a variety of functions. This enables us to continually improve our capacity to deliver service that is effective and responsive to the needs of the community.

Anyone who has a strong interest in becoming a police constable, and feels that he or she meets the qualifications described in this pamphlet, is encouraged to apply.

Recruitment Standards

In order to maintain our goals and objectives and to meet the policing standard requirements, the following prerequisites have been implemented:

- Canadian Citizen or Landed immigrant;
- Minimum Age: 18 years;
- Grade XII (12) or Equivalent G.E.D;
- Must possess or able to obtain a valid class IV (4) Manitoba Driver's License;
- Be physically and mentally capable of undertaking Police duties as determined by relevant tests;
- Good character: applicants must pass all security standards;
- Cultural Awareness: understanding of First Nations cultures, values, customs and traditions would be an asset;
- Meet D.O.P.S. vision standards;
- Standard First Aid & CPR Level "C";
- Interested individuals should submit a cover letter and a resume, with (2) letters of reference



DAKOTA OJIBWAY POLICE SERVICE

3RD Floor – 5000 Crescent Road West

Portage la Prairie, MB R1N 3B2

Phone: (204) 856-5370

Fax: (204) 856-5389

Email: dops@dops.org

Website: www.dops.org

**A Guide to Policing
for the communities served by
the Dakota Ojibway Police Service**



"A Commitment to First Nations"

Introduction

We are pleased to present you with a copy of “A Guide to Policing for the communities served by the Dakota Ojibway Police Service” which was created especially for you, our community members. This document should be useful to our citizens including elders, students, residents, visitors and Leadership.

This guide will inform you about police procedures, suggested conduct when interacting with the police, and our (community) resources and services.

Take the time to review this guide so that any encounter you have with the police will be positive for you and the officers. You can help keep our community safe for all residents.

Your Police

Dakota Ojibway Police officers play a vital role in keeping our communities safe for everyone. They have sworn duty to preserve the peace, prevent crimes, enforce the law, protect lives and property. Encounters with the police can be intimidating especially for people unfamiliar with the law and police practices. You may feel the police are harassing you for no reason. These experiences can lead to negative perceptions, mistrust and possible fear of the police.

The purpose of this pamphlet is to familiarize you with:

1. The role of the Police
2. Police Authority
3. Your Rights

This pamphlet is not intended to be a legal authority. If you need legal advice, you should contact legal aid or a lawyer.

Mission

Strive to ensure the safety, security, trust and protection of the First Nation Communities. Uphold the highest standards of professionalism and honor the cultures, beliefs and traditions of the First Nation's families and communities who we serve.

Vision

“Dakota Ojibway Police Service commits to be proactive in providing the highest standard of public service to the communities we serve; through accountability and transparency with respect to cultures, beliefs, traditions, and history of First Nations people.”

Dakota Ojibway Police Service

Portage La Prairie Headquarters (Long Plain Reserve #6)

3rd floor, Rufus Prince Building
5000 Crescent Road West, P.O. Box 37
Portage La Prairie, MB R1N 3B2
Office: (204) 856-5370
Fax: (204) 856-5389
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Birdtail Sioux Detachment

P.O. Box 44
Beulah, MB R0M 0B0
Emergency: (204) 568-4621
Fax: (204) 568-4552

Canupawakpa Detachment

P.O. Box 40
Pipestone, MB R0M 1T0
Emergency: (204) 854-2953
Fax: (204) 854-2364

Roseau River Detachment

P.O. Box 190
Dominion City, MB R0A 0H0
Emergency: (204) 427-3383
Fax: (204) 427-3389

Sandy Bay Detachment

P.O. Box 644
Marius, MB R0H 0T0
Emergency: (204) 843-7700
Fax: (204) 843-7702

Sioux Valley Detachment

P.O. Box 130
Griswold, MB R0M 0S0
Emergency: (204) 855-4400
Fax: (204) 855 4402

Waywayseecappo Detachment

P.O. Box 40
Waywayseecappo, MB R0J 1S0
Emergency: (204) 859-5071
Fax: (204) 859-5075

DOPS Specialized Units

K-9 Unit

Search and Rescue Unit

Crime Prevention Services/School Resource Unit

Criminal Investigation Unit



What if I am the victim of a crime?

The first step is to avoid becoming a victim. Be aware of your surroundings at all times. Avoid situations that are potentially trouble (i.e. a party where drugs and alcohol are being consumed).

If you are the victim of a crime, seek safety as soon as possible and contact the police.

Write down as many details about the occurrence including the suspect and vehicle descriptions. Be accurate about your descriptions. Don't guess, if you don't remember, say so.

Police will need details like clothing, hair color, if they were wearing eye glasses, height, build, and any identifying scars or marks like tattoos.

If there was a vehicle involved, the police will need to know the make, color, and license plate (even if it is a partial plate number) including the province or state.

If you have witnessed a crime, try to get as much information as possible to assist the victim. Stay with the victim and wait for the police to arrive. Inform the officer that you are a witness.

POLICE – EMERGENCY CONTACT

For Immediate Police Assistance call 911 or Your Local Detachment.

What are my rights if I am arrested?

The Canadian Charter of Rights and Freedoms establishes rights to protect you if arrested or detained by the police. These rights include:

- The right to be informed promptly of reason you have been arrested or detained;
- The right to retain and instruct counsel without delay, and to be informed of that right. This includes being informed of the availability of free Legal Aid Duty Counsel and how to obtain it.

The words “without delay” are interpreted to mean once the situation is in control and the safety of everyone is ensured.

If you are under 18 years of age you have the additional right of being able to speak with a parent or other appropriate adult as soon as possible. The police must inform and explain these rights to you.

The officer may ask your name, address, what you are doing or where you are going. In some cases, the officer may ask to see your identification. Under most circumstances you are not required to produce identification; however, it is advisable to be polite and answer the officer's questions.

Refusal to answer or being evasive may cause the officer to become more concerned and may investigate more thoroughly.

The goal for everyone should be toward attaining a resolution or solving the crime. A police officer may ask to speak with you for reasons of which you are unaware. Police officers have the sworn duty to prevent and investigate crimes and to keep the peace. These duties entail interviewing potential witnesses of crimes and interviewing persons who, based on the circumstances appear to be a subject of interest.

If offenders could be identified simply by the way they looked or dressed, it would be easy to be a police officer but the fact is police officers have to investigate. Do not take offence to a police officer asking questions. They are doing their jobs, preventing crime for you and the rest of the community.

Points to remember:

Keep your hands where the officer can see them, and put things down that you may be holding in your hands when the officer asks you to;

Stay put and stay calm — Never walk or run away from the police;

Attempting to leave will make the officer more concerned about your involvement and your actions could escalate the situation;

Does the officer have to tell me the reason for the stop?

YES! An officer is trained to advise persons of the reason for which they are being stopped or detained. The Dakota Ojibway Police Service demands that persons being stopped or detained are done so in a courteous manner. The Dakota Ojibway Police Service does not condone acts of unlawful profiling or bias based policing. Our rules mandate that the person be advised of the reason for the stop and if the officers are asked to identify themselves, they must do so in a proper and professional manner. The officer can be identified by way of name and/or Regimental Badge Number.

What should I do when an officer stops me while I'm driving?

Police have the authority to stop a car at any time if it suspected the driver has consumed alcohol or drugs, the car is mechanically unsafe, or to determine if the driver has a valid license, and the vehicle has valid registration and insurance.

The most likely reason the police will stop a car is a traffic violation. For many reasons, traffic stops are most dangerous aspects of police work. More officers are injured or killed conducting routine traffic stops than any other function.

Officers must interpret the actions and behavior of the occupants of the vehicle, as well as constantly monitor other traffic. For these reasons, officers are trained in making safe vehicle stops and follow a set procedure. The way they approach your car is not meant to intimidate you.

If you are directed to stop by a police officer:

- Slow down and pull as far off to the right side of the road as possible;
- Stay inside your vehicle unless directed otherwise by the officer;
- Keep your hands where the officer can see them and don't make any sudden movements;

INFORMAL RESOLUTION

Less serious complaints about an officer's conduct may be resolved by way of an informal resolution. This involves bringing the complainant and subject officer together to hear each other's concerns. Such a resolution requires the mutual consent of the complainant and subject officer, and the approval of the Chief of Police. An informal resolution of a complaint is an option that is available at any time during the process i.e. before, during or after an investigation.

WITHDRAWING A COMPLAINT

You may withdraw a complaint by writing to the Chief of Police, however, the Chief of Police may continue to deal with the complaint if it is felt that the allegations should be investigated further.

DEALING WITH THE COMPLAINT

Initially, the Chief of Police must determine if the complaint concerns the policies of services provided by the police service or the conduct of an officer. The Chief of Police may decide not to deal with the complaint for one of three reasons:

1. The complaint was filed 6 months after the incident which led to the complaint;
2. It is frivolous, vexatious or made in bad faith; or
3. The complainant is not directly affected by the incident.

The Chief of Police must determine within 30 days how a complaint is to proceed.

FORMAL PROCESS FOR COMPLAINT TO CHIEF OF POLICE OR COMPLAINTS ABOUT CONDUCT

1. The complaint must be reduced to writing and provided to the Chief of Police, who will acknowledge receipt of the complaint and advise the complainant that an investigation will be undertaken.
2. The investigation may be undertaken by the Chief of Police or assigned to the Inspector. Upon completion, a written report will be prepared.
3. The Chief of Police thereafter may take whatever action he deems appropriate depending on the nature of the complaint. If statutory, order a criminal investigation and crown referral to determine if charges will be laid against the subject officer. Settle the matter by way of informal resolution if the misconduct or unsatisfactory work performance was not of a serious nature; or find the complaint is unsubstantiated or find the complaint substantiated against the subject officer and impose a sanction without a formal hearing where the misconduct is not serious. This action may include disciplinary measures against the Police Service member

When can a police officer search me?

Generally, the powers of search are dependent on the circumstances and the beliefs of the officer.

If you are arrested, the police can search you and the immediate surroundings including your vehicle if you are in one.

If you are being detained temporarily for investigation or for safety reasons, the police may 'pat you down' or frisk you ensuring that you are not carrying a weapon.

If you're in a car, this search could extend to a scan around the inside of the vehicle.

You can always refuse to be searched unless arrested; however, you may give permission to be searched to help alleviate suspicion. If you feel that a search is improper, don't confront the police officer, follow the complaints process listed in this pamphlet or contact a lawyer.

Do I have to answer the officer's questions or identify myself?

In general, you are under no obligation to identify yourself to a police officer. However, there are exceptions including:

- If you are driving a vehicle.
- If you have committed a provincial offence such as liquor or driving offence.

In these circumstances, it is best to cooperate and answer the officer's questions to avoid being arrested. If the police suspect that you have committed an offence or are acting suspiciously, they will want to know who you are. There are several reasons for telling the police who you are:

1. If the police are looking for someone else, you may avoid being arrested by showing that you are not that person.
2. If the police have reasonable grounds that you have committed an offence, and you do not tell them who you are, they may arrest you and hold you at a police detachment until they find out who you are.
3. If the police have reasonable grounds that you have committed a minor offence, and you identify yourself to their satisfaction, they may give you a ticket or a notice advising you when to appear in court rather than arresting you.

What should I do when an officer approaches me in the community?

Most police officers are readily identifiable by their uniforms. On occasion, you may encounter officers who are not wearing a uniform. If you have any doubts as to the identity of the police officer, you are entitled to ask for proper identification including the officer's name and/or badge number.

Police can stop you under three general circumstances:

1. If the officer has reasonable grounds to believe that you have committed an offence;
2. If the officer actually sees you committing an offence;
3. If you are driving a vehicle;

Be prepared to produce the necessary documents. As the driver of a car, you are required by law, upon demand of a police officer, to provide a valid driver's license, the vehicle registration and proof of insurance to the officer. If these documents are in your pocket, purse or glove box, advise the officer and then retrieve them slowly.

As the driver, you are also accountable for the conduct of your passengers, especially if they are acting disorderly, throwing things out the window or hanging out of the window. You are responsible for passengers under 16 years of age.

What if I have a complaint about the Police?

The Dakota Ojibway Police Service is governed by the Dakota Ojibway Police Service Police Commission, under the terms of the Tripartite (Federal/Provincial/DOTC) Policing Agreement.

Presently there are 6 communities receiving policing services from DOPS. Under the Police Services Agreement — they are known as the "Participating Communities". The DOPS Police Commission is to have a representative from each participating community, but not more than one representative. Presently there are 6 members on the Commission that are selected from each of the participating communities. Each member is not to hold an elected office such as Chief or Councillor and not be an employee of DOTC, or member of DOPS. Commission members also must possess good character, credibility and reputation within the participating community.

The Chief of Police of the Dakota Ojibway Police Service has authority for administration and operational matters including hiring, transfers, promotions, terminations, disciplinary action, etc.

DEFINING A COMPLAINT

There are three kinds of complaints. They relate to:

1. The policies of or services provided by a police service; or
2. The conduct of a police officer; or
 - A. Statutory allegation.

MAKING A COMPLAINT

The person directly affected by the incident may make a complaint and only in extenuating circumstances may a third party make a complaint on behalf of a complainant.

A complaint must be in writing and must be signed by the person making the complaint. You may write your complaint in a letter form.

OFF DUTY COMPLAINTS

A complaint may be filed about the conduct of an off-duty officer; however, there must be a connection between the conduct and either the duties of a police officer or the reputation of the Dakota Ojibway Police Service.

TIME LIMITS

Your complaint must be made within 6 months after the incident happened.

DELIVERING YOUR COMPLAINT

A complaint must be mailed, faxed or delivered to any police detachment office of the Dakota Ojibway Police Service or to the Portage La Prairie Headquarters office.

who is subject of the complaint. The Chief of Police will advise both the complainant and the member of the Police Service of his findings and the action taken.

PROCESS FOR COMPLAINTS TO LAW ENFORCEMENT REVIEW AGENCY

The Law Enforcement Review Agency (LERA) is an independent, non-police agency established under The Law Enforcement Review Act (the Act), in 1985, to investigate public complaints about police. LERA deals only with complaints about the conduct of local or municipal police while on duty. It does not investigate criminal matters or service issues. LERA is staffed by a commissioner, a registrar/administrator, professional investigators and a clerk.

A COMPLAINT MUST BE MADE IN WRITING AND SIGNED. Date, time, location and other details of the incident are important and must be included. LERA staff or members of the police service will help prepare a complaint, if asked.

Written complaints may be submitted directly to LERA, a Police Chief or any member of a Municipal or DOPS Detachment. Police will forward complaints to LERA.

The Law Enforcement Review Act requires a complaint to be submitted within 30 days of the incident. The commissioner may extend that time limit if there are valid reasons for being unable to submit the complaint on time.

The commissioner may also extend the 30-day filing limit to avoid conflict with court proceedings or ongoing criminal investigations involving a complaint.

For more information, please contact:

LERA Commissioner
420 — 155 Carlton Street
Winnipeg MB R3C 3H8
Telephone: (204) 945-8667 (24-hour voice mail)
Toll-Free: 1-800-282-8069
Fax: (204) 948-1014
Email: lera@gov.mb.ca
Web site: www.manitoba.ca/justice/lera
Office hours: 8:30 a.m. to 4:30 p.m.,
Monday to Friday