



Fifth Annual Professional Standards Conference
November 2-4, 2005



Hosted by
Toronto Police Service
Courtyard Marriott Downtown Toronto
475 Yonge Street,
Toronto, Ontario, Canada



CONFERENCE OVERVIEW

This year marks the fifth edition of this internationally recognized Conference. Among the many challenging issues facing police executives and professional standards investigators few are as sensitive or challenging as corruption and misconduct among police officers. History has shown that such behaviour places the organization, the public and even individual police officers at risk.

Police Chiefs, senior police managers and practitioners find themselves under increased scrutiny when allegations of corruption arise within their organizations. Comprehensive oversight, supported by effective supervision, management systems and technology must reinforce continual vigilance to ensure that police organizations and their members can retain their integrity.

This year's multi-faceted conference will demonstrate an impressive array of presentations on numerous themes critical to the organizational integrity of law enforcement agencies. Risk Management, detection and prevention, and case studies continue to be the central themes of this annual Conference. Illegal drug use by police officers presents a dynamic challenge to law enforcement agencies. Delegates will hear of one of the most exhaustive research projects ever undertaken into drug use by police officers throughout the world.

Racially biased policing, use of force and custody conditions will be addressed in detail by way of Consent Decrees. Delegates will hear from two Law Enforcement agencies that are currently dealing with these critical issues and experiencing significant transformation.

Emerging legal trends, precedents and perspectives will be featured prominently by experts in the legal community. To that end, civil litigation, quality of professional standards investigations, confidentiality, personnel files, officer representation and prosecution will all be represented this year. Delegates will hear of a community/ police partnership that has allowed a diverse population better access to the police public complaints system.

OVERVIEW OF PRESENTERS

Major Robert Cicchino, B.A., M.A. - New Jersey State Police – Office of Professional Standards.

Major Cicchino is a 27-year veteran of the New Jersey State Police with extensive experience in intelligence, organized crime and emergency planning. As the Commanding Officer of Professional Standards he will present on the current consent decree between the U.S. Department of Justice and the State of New Jersey. This agreement deals with the issue of racially biased policing and law enforcement activity by this agency.

Staff Inspector George Cowley, LLB, LLM, Toronto Police Service – Risk Management Unit. Staff Inspector Cowley is a lawyer and senior police officer with broad experience within the Professional Standards area of the Service. He will present a comprehensive update on legal issues and trends within the realm of professional standards and police discipline.

Dr. Edwin Delattre, B.A., Ph.D., Professor of Philosophy, Boston University and author of Character and Cops: Ethics and Policing. Dr. Delattre is an internationally renowned authority on ethics in policing. He has consulted at the highest levels of the U.S. government and taught at the Federal Bureau of Investigation.

Inspector Leonard Faul, Toronto Police Service – Professional Standards Risk Management Unit, a senior police officer with broad experience in many areas of policing will jointly present (with Mr. Kevin Lee) on a unique partnership between the community and police. This project has facilitated easier access to the complaints system for Toronto's diverse community.

Dr. Angela Gorta, Ph.D., Principal Analyst, Police Integrity Commission of New South Wales. Dr. Gorta will present on Operation Abelia, one of the most exhaustive research efforts into the use of drugs by police officers ever undertaken. Dr. Gorta brings her extensive experience to an Agency that is tasked with investigating and preventing police corruption and other serious police misconduct in New South Wales Australia.

Mr. Kevin Lee, B.S.W., Executive Director - Scadding Court Community Centre, will jointly present with Inspector Faul on a unique community/police partnership. Mr. Lee is a tireless advocate for Toronto's diverse community. His focus is working with newcomers and low income people on issues around poverty, anti-racism, healthcare access and equity and having a strong and constructive relationship with the police.

Mr. Joseph Markson, B.A., LL.B, LL.M. (Cantab), of the Barristers Group. Mr. Markson is a well-respected criminal and regulatory lawyer who represents many police officers in Ontario in criminal, discipline, and Special Investigations Unit proceedings. Joseph is counsel to the Toronto Police Association, the Durham Regional Police Association, and has acted for the Toronto Police Services Senior Officers Organization. He is also a Standing Agent of the Attorney General of Canada and is primarily assigned by the Department of Justice to prosecute major complex cases involving organized crime. He will bring a unique and highly professional perspective to the conference.

Commander Jamie Fields, Detroit Police Department. Commander Fields brings a wealth of experience to his current position as the commanding officer of the Civil Rights Division. Commander Fields will present on two Consent Decrees between the City of Detroit and the U.S. Department of Justice regarding the use of force and conditions of confinement by the police department.

Inspecteur Donald Ferland, Surete de Quebec (Quebec Provincial Police). Inspector Ferland brings considerable experience to his current role within the Office of Internal Affairs. He will present on the police code of conduct for his agency and elsewhere in Quebec. Case studies and organization strategies to prevent misconduct will be featured.

Mr. David Wilson, President of the Toronto Police Association. Mr. Wilson is currently on leave from the Toronto Police Service where he is a Sergeant after successfully being elected President of this association. He represents over 7,200 members in this association and brings a wealth of experience to this role. He will speak on issues facing police associations and unions in the 21st century.



HISTORY OF THE PROFESSIONAL STANDARDS CONFERENCE

This conference started five years ago as a regional internal affairs conference for agencies within the greater Toronto area. This conference has grown from 80 delegates the first year to over 290 last year. Officers and civilians alike have attended and presented at this conference. They have come from across Canada, the United States, Norway, India, France, Northern Ireland, the United Kingdom, New Zealand, Republic of China (Taiwan) and Australia.

The Toronto Police Service Professional Standards Unit continually strives to offer current and critical presentations to attending delegates. The conference's success is due in large part, to our community partners around the world.

TRAVEL INFORMATION

By Air

Toronto is served by the Pearson International Airport (Canada's largest) just west of the City in Peel Region. This airport serves all carriers throughout the world.

By Rail

Persons travelling by *Via Rail, Amtrak or GO Transit* will arrive at Toronto's Union Station. Located in the heart of Downtown Toronto, delegates will be minutes away from the Hotel by taxi or public transit.

COST OF THE CONFERENCE

The conference is \$300.00 (CDN). This includes daily continental breakfasts, coffee breaks throughout, Social event on the first night, banquet on second night and our hospitality suite.

To register:

By Phone

416.808.7730

By email

internalaffairs@torontopolice.on.ca.

HOTEL RESERVATIONS

Courtyard Marriott Downtown Toronto
475 Yonge Street
Toronto, Canada

By Phone
1-800-321-2211

By Internet
www.courtyard.com/YYZCY

NOTE: Please identify yourself as attending the Toronto Police Professional Standards Conference for the preferred rate of \$125.00 PP/PN (CDN) plus taxes.

WEBSITES OF INTEREST

- **For more information on visiting the City of Toronto please visit www.Toronto.ca**
- **For more information on visiting the province of Ontario please visit www.ontariotravel.net**
- **For information on weather please visit the weather channel at www.weathernetwork.com**
- **For more information on the Toronto Police Service go to www.torontopolice.on.ca**