

# POLICE COMPASS

Volume 3 • September 2020

## FREE LEGAL GLOSSARY

**Collins test:** Test used by the courts to determine whether a police search is reasonable; the search must be authorized by law, the law that authorizes the search must itself be reasonable, and the search must be conducted in a reasonable manner.

**Plain view doctrine:** Rule that a police officer may act without a search warrant if the evidence is in plain view.

**Reasonable grounds:** A set of facts and circumstances that would satisfy an ordinarily cautious and prudent person, and that are more than mere suspicion; a lower standard of proof than a balance of probabilities.

VISIT [EMOND.CA](http://EMOND.CA) FOR THE COMPLETE LEGAL GLOSSARY



## CAREER INSIGHT: SPECIAL CONSTABLE STATUS

The Toronto Community Housing (TCH) Community Safety Unit (CSU) was granted Special Constable status in 2000 through an agreement with the Toronto Police Service to perform law enforcement and security functions in relation to the property and operations of Toronto Community Housing.

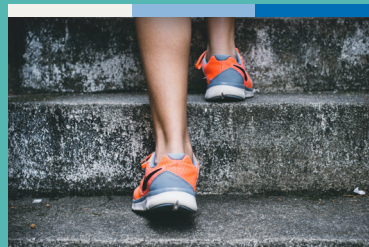
Since then, CSU's Special Constables have held Peace Officer powers of arrest and limited Police Officer authorities in accordance with Section 53 of the Police Services Act. All Special Constables in the unit swear an oath-of-office and undertake Police/Peace Officer duties as set out in their Special Constable appointment, granting them powers to enforce the following legislation:

- Criminal Code of Canada,
- Controlled Drugs and Substances Act,
- Youth Criminal Justice Act,
- Mental Health Act,
- Liquor License Act,
- Trespass to Property Act, and
- Provincial Offences Act.

*[Continued on page 2]*



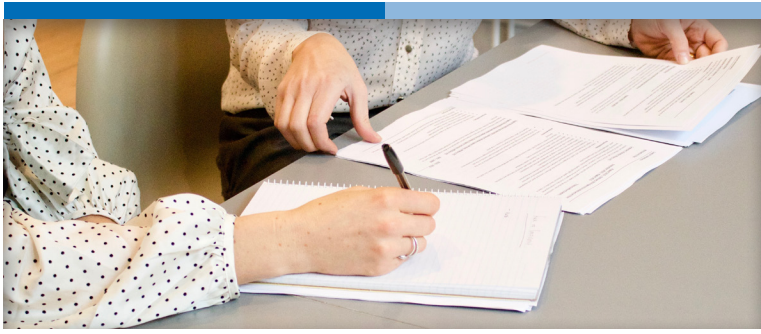
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## CAREER INSIGHT: SPECIAL CONSTABLE STATUS (CONT'D)

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CSU Special Constables are dedicated to promoting safety and security in TCH communities and are focused on: discouraging antisocial behavior by being a visible, uniformed presence and engaging with tenants; responding to calls for service and investigating incidents; enforcing federal, provincial and municipal legislation; conducting proactive patrols in high-needs communities; participating in community activities and meetings; conducting joint patrols with police and enforcing parking by-laws; and completing safety audits utilizing Crime Prevention Through Environmental Design principles.

A "Day in the Life" of a CSU Special Constable can be viewed at <https://www.torontohousing.ca/careers/communitysafetyunit>. To be considered for this role, all candidates must apply online when the job is posted. Applications must include:

- **A cover letter and detailed resume** that highlights the candidate's qualifications for the role.
- **A valid certification letter** from the Ontario Association of Chiefs of Police (OACP) or proof of a Fitness Pin should the applicant hold prior peace officer status within Canada in the past five years.

The role of a CSU Special Constable is truly one-of-a-kind, and all interested persons should apply!

Source: Brian Lass, 2020



# RESOURCES FOR POLICE FOUNDATIONS STUDENTS

## ONLINE

OACP: [oacp.on.ca](http://oacp.on.ca)

CACP: [cacp.ca/index.html](http://cacp.ca/index.html)

Blue Line: [blueline.ca](http://blueline.ca)

OPP: [opp.ca/index.php?id=128](http://opp.ca/index.php?id=128)

YRP: [yrp.ca/en/careers.asp](http://yrp.ca/en/careers.asp)

TPS: [torontopolice.on.ca/careers](http://torontopolice.on.ca/careers)

## PRINT

Mental Health Awareness:  
Practical Skills for First Responders  
and Mental Health Awareness:  
Self Care for First Responders

Fitness and Lifestyle Management  
for Law Enforcement

Communications and Report Writing  
for Law Enforcement Professionals

Security Guard Exam Preparation Guide

PRINT RESOURCES ARE AVAILABLE AT [EMOND.CA](http://EMOND.CA)

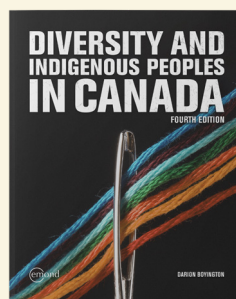


## CANNABIS AWARENESS FOR THE WORKPLACE

The first in a three-part series, **Cannabis Awareness for the Workplace** delivers a comprehensive introduction to cannabis use and an overview of the important legislation surrounding cannabis use.

For more information and to purchase the video, visit [emond.ca/caw](http://emond.ca/caw).

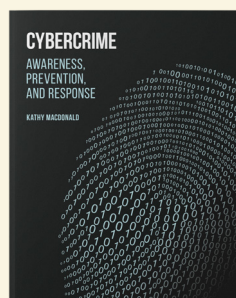
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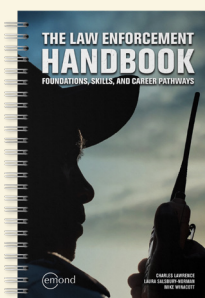
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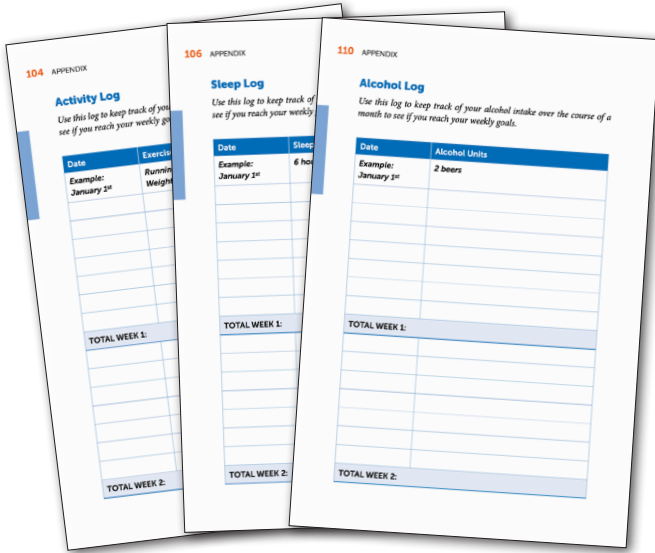
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## CREATING A PERSONAL SELF-CARE PLAN



Take a moment to consider your well-being and mental health. What have your sleeping patterns been like? How often do you get physical exercise? Do you have a list of contacts or access to resources that you can go to for assistance?

Adapted from [Mental Health Awareness: Self-Care for First Responders](#) by Stephanie Miloknay and Marc Laferriere, this list describes five aspects of your life you should assess when creating a personal self-care plan and goals.

1. **Activity Log:** Measure your physical fitness by tracking exercise routines. List activities you would like to try, the number of hours per week you would like to allocate towards these activities, and your continued feelings regarding these activities.
2. **Sleep Log:** Track the number of hours you sleep each night to build a benchmark and set a manageable goal.
3. **Water Consumption Log:** Stay hydrated and keep track of the water units (such as in ml or oz) that you intake each day in order to hold yourself accountable to your objective.
4. **Alcohol Log:** Measure your alcohol intake in measurable units (such as drinks) and keep note of how the consumption of alcohol makes you feel and behave.
5. **Contacts:** Make a list of contacts that is accessible to you from home, school, and work. Curating these phone numbers and support networks in one place will make it easier to reference in a pinch.

Assess and track these five aspects of your life when building a self-care plan to recognize your habits and hold yourself accountable to your goals.

Source: *Mental Health Awareness: Self-Care for First Responders* by Stephanie Miloknay and Marc Laferriere

## WORDS OF WISDOM

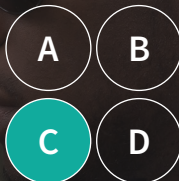


“Policing is about people and our ability to build meaningful relationships and bring together a web of resources to help identify, prioritize, and address a variety of complex criminal and social issues that often, by default, require the attention of police.”

— LEANNE J. FITCH, EXCERPT FROM *TRANSFORMING COMMUNITY POLICING*

## LAUNCH YOUR CAREER

While you are in school, gain experience in the field and develop important practical skills by pursuing an interim career as a security guard.



Try Emond Exam Prep's free, eight-question practice test to see if you have what it takes to pass the Security Guard Test.

[emondexamprep.ca](http://emondexamprep.ca)



# THE FULL CONSTABLE SELECTION SYSTEM

THE PURPOSE OF THE HIRING PROCESS IS TO PROVIDE POLICE SERVICES WITH THE ABILITY TO TEST CANDIDATES FOR THEIR SUITABILITY FOR POLICE WORK, IN ADDITION TO SCREENING OUT INAPPROPRIATE CANDIDATES. THE STEPS IN THE APPLICATION PROCESS ARE IN PLACE TO PROVIDE CANDIDATES THE OPPORTUNITY TO DEMONSTRATE THAT THEY MEET AND/OR EXCEED THE REQUIRED AND PREFERRED DEVELOPMENTAL COMPETENCIES.

## PRE-HIRING STAGE

1

Applicants will pay the OACP Certificate Testing Fee and commence the certificate application process online.

**Step 1:** The **Online Application Package**, which determines suitability, is emailed to applicants.

**Step 2:** Applicants complete the **Mental Ability Assessment**, which measures an applicant's ability to reason, plan, and problem solve.

**Step 3:** Applicants complete the **Personality Assessment**, which measures an applicant's propensity to engage in both positive as well as counterproductive work behaviours.

## POLICE HIRING INITIAL STAGE

2

In this phase, applicants will participate in a series of interviews and testing, which will determine the candidate's ability to perform.

**Step 4:** Police services offer **Information Sessions** where they conduct a presentation to potential applicants.

**Step 5:** Applicants are required to submit a full police **application package** online or in person.

**Step 6:** Applicants complete the **Local Focus Interview**, which assesses their knowledge of the police service which they are applying to.

**Step 7:** Applicants complete an **Essential Competency Interview**, which is a behavioural style interview allowing recruiters to determine behaviours in certain scenarios.

**Step 8:** Candidates may be required to complete **additional testing**, such as a driving assessment or a physical fitness assessment.

## POLICE HIRING END STAGE

3

In this phase, a candidate is considered for employment, and must complete a series of final assessments to determine suitability.

**Step 9:** Once hired, the employer conducts a **background investigation** for a criminal record, driving history, and more.

**Step 10:** All potential police applicants are required to undergo a **psychological assessment**, which may be in verbal or written form.

**Step 11:** A thorough **medical examination** is conducted by the police service's physician. Applicants will be required to complete a medical history questionnaire and a physical examination.

**Step 12:** The applicant will receive a **conditional offer** and will then be required to attend and successfully pass training at the Ontario Police College, followed by beginning a 12-month probationary period as a police constable.

Source: Adapted from *The Law Enforcement Handbook* by Charles Lawrence, Laura Norman and Mike Winacott

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## WORDS OF WISDOM

"Don't be afraid. Be focused.  
Be determined. Be hopeful.  
Be empowered."

**Michelle Obama**

"Intelligence plus character,  
that is the goal of true  
education."

**Martin Luther King Jr.**

