



Proposal for a Police Service

Submitted to:

**First Nations Policing Program
Public Safety Canada
And
Public Safety Quebec**

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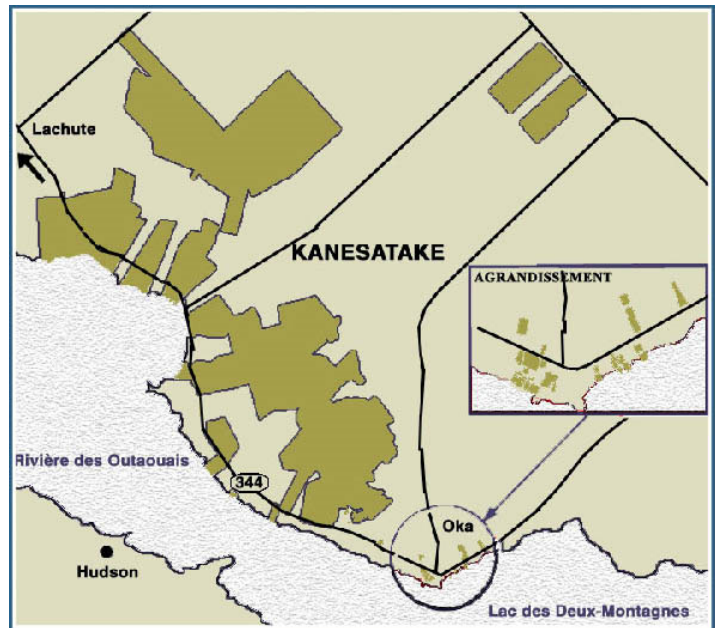
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1. Background on Community

1.1 Location

Kanesatake is located on the north shore of the Ottawa River, 53 kilometres west of Montreal. According to Indian and Northern Affairs Canada, Indian lands in accordance with the 91(24) article of the Constitution Act constitute 907.7 hectares (2 242.9 acres) of land for the use of the community; however, Kanesatake was granted the Seigneurie of Lake of Two Mountains by the King of France in 1717, and in 1735, a second grant enlarged the original land base. Kanesatake presently lays claim to an area of 260.11 square miles, bounded by Argenteuil (St. Andrews east) St. Canute, Mirabel, and St. Eustache.

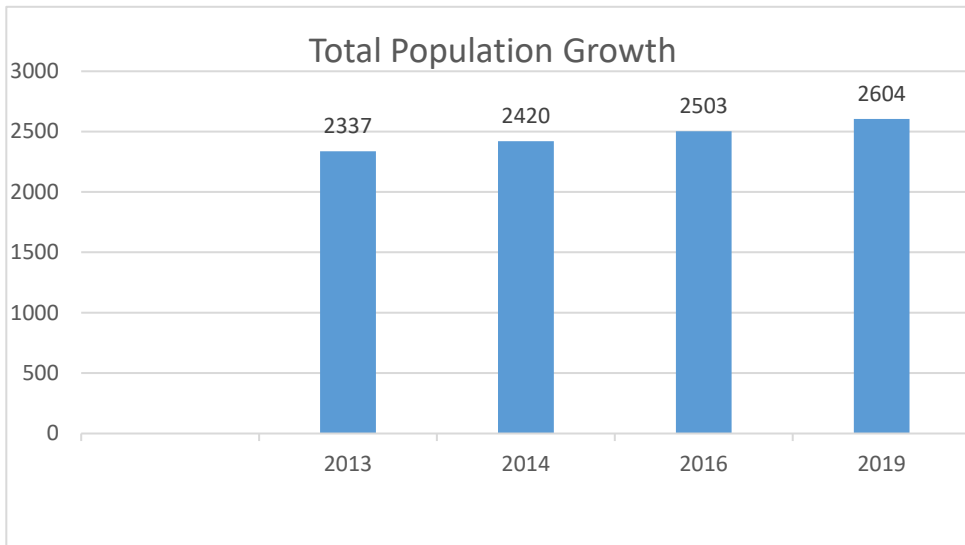


Kanesatake is considered to be a rural community with a distance of 50 kms to the nearest service center.

1.2 Population

According to Aboriginal Affairs and Northern Development Canada¹, as of January 2021, the registered population of the community of Kanesatake is:

¹ AANDC (2021). Aboriginal Community Populations viewed at www.aandc.gc.ca January 2021.



Gender	On-Reserve	Off-Reserve	Total
Male	646	589	1,235
Female	725	678	1,403
Total Population	1,371	1,267	2,638

As shown in the next figure, the total population of the community has grown by 23% between 2010 and 2019:

Information on population by age group only available from 2019:

Age Groups	Total	
	Nb	% column
Age 0 to 17	336	12.9%
Age 18 to 54	1172	44.9%
Age + 55	1105	42.2%
Total	2613*	100.0%

*Note: Any differences in numbers with information from AANDC may be due to babies/children not yet being registered.

1.3 Governance

Elections in Kanesatake are held by using a custom electoral system. The next election will be in June 2021. The current elected Council is:

Mohawk Council of Kanesatake

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Drafted by Chief Patricia Meilleur and consultants

Title	Surname	Given Name	Appointment Date	Expiry Date
Councillor	BONSPILLE	VICTOR	May 2014	June 2021
Councillor	CANATONQUIN	JOHN	June 2011	June 2021
Councillor	MEILLEUR	PATRICIA	May 2014	June 2021
Councillor	MONTOUR	BRUCE	May 2014	June 2021
Councillor	BONSPILLE	VALERIE	May 2017	June 2021
Councillor	CARBONNELLE	GARRY	May 2017	June 2021
Grand Chief	SIMON	SERGE	June 2011	June 2021

1.4 Housing

Information on the number of existing housing units for the years 2013-2014 till 2019-2020 shows the number of units to have increased by 9 for a total of 473 housing units in Kanesatake.

Number of Housing Units					
Year	Existing	New	Minor Ren	Major Ren	Total
2013-2014	462	2 purchased	4	24	464
2014-2015	464	0			464
2015-2016	464	3 purchased			467
2016-2017	467	2 purchased			469
2017-2018	469	1 purchased			470
2018-2019	470	2	3	5	472
2019-2020	472	1	0	0	473

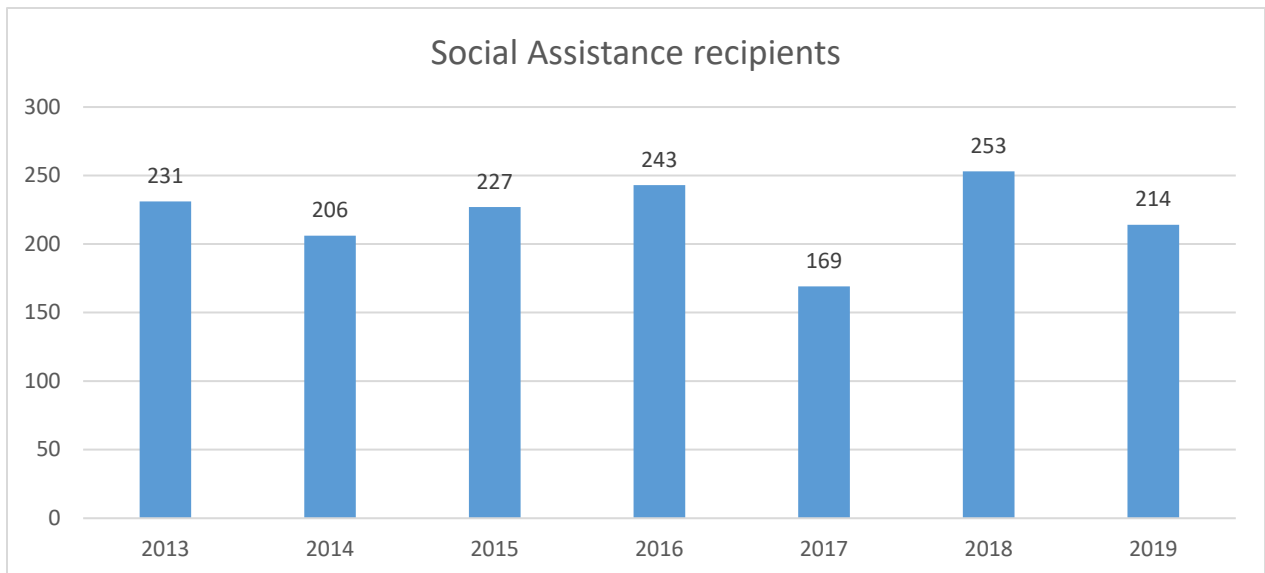
1.5 Education

Kanesatake currently has two band-operated schools, an elementary and a secondary school. The community has an Education Center which administers the school programs, transportation, school liaison/counseling and post-secondary. The elementary school is located in the pines and contains two programs, Rotiwennakehte which is Mohawk Immersion, and Aronhiàtekha, which is the regular elementary program. There is also Ratihente High School which is located near the band office complex.

1.6 Economy

In addition to the many general stores, cigarette shops, and illegal cannabis distribution stores, there are about 25 other service industry businesses in the community. These include an ambulance service, tree-cutting services, recreational businesses, gym, arts and crafts stores, gas stations, construction companies, small engine repair, snow removal, water distributor, auto repair and body shop. There are also some band businesses operated by the Mohawk Council of Kanesatake on a project basis through Economic Development such as the computer repair entrepreneurs, and the Garden of Hope.

Tables indicating numbers of social assistance recipients



1.7 Community Services

The following services are available to the community through the

Mohawk Council of Kanesatake (MCK)

- Education, including primary and secondary schooling, postsecondary, transportation and counselling services;
- Social Assistance;
- Economic and Business Development;

- Human Resources;
- Band Operations for Finance and Resource Management;
- Public Works;
- Housing and Infrastructure;
- Lands and Estates;
- Membership;
- Daycare;
- Culture and Language Services;
- Poverty Initiative;
- KHRO;

Kanesatake Health Center (KHC)

The Kanesatake Health Center Inc. has been in operation since 1992 and was established as an accredited organization in 2015 through Accreditation Canada. In 2006, the Mohawk Council of Kanesatake gave the mandate for the transfer of responsibility for the funding for health and wellness programs and the delivery of these and related services to the Kanesatake Health Center to become an incorporated body. The Kanesatake Health Center received its Letters Patent in August 2007 and has been incorporated since that time.

Mission, Values and Guiding Principles:

The Kanesatake Health Center Inc. provides community-based health and wellness programs that are holistic, universally accessible, inclusive, and which provide quality of care, client safety, and address the rights of individuals to make informed decisions regarding their health and well-being. The values which define the organization and services are:

- Respect
- Culturally safe care
- Integrity
- Universality
- Inclusivity
- Fairness
- Right of informed choice

Community involvement is at the forefront of all the health planning and guiding principles on which they will successfully build and grow the organization to deliver health and wellness programs are:

1. All programs and services provide culturally safe care,
2. They provide quality programs and services using a holistic approach,
3. They ensure that all clients will be treated with courtesy and respect and make certain they have the right of informed choice,
4. They network with other community services and outside agencies as part of our inter-collaborative practice,
5. All programs and services include components of Mohawk language and cultural practice,
6. They ensure that all community-based programs are universally accessible and inclusive to all community members,
7. They endeavor to address the diversity of needs in the population through flexibility in our service delivery.

Social Services

In 2014 the Mohawk Council of Kanesatake gave the mandate to the Kanesatake Health Center (KHC) for the administration and delivery of the prevention portion of the Child and Family Services program. At current, the mandate for Youth Protection services remains with the Centre integre de sante et de service sociaux des Laurentides (CISSS) under contract through a bilateral agreement with Indigenous Services Canada (ISC). The Kanesatake Health Center has been given the mandate by Mohawk Council through a signed Band Council Resolution (BCR) in March 2020 to begin the process of transferring the administration of the Youth Protection services to the Kanesatake Health Center. The transfer process will be done in phases beginning with the transfer of funding and the responsibility to carryout article 33 of the YPA. The subsequent phases will include the delegation to the Kanesatake health Center's Child and Family Services Services article 32 and then following with article 37.5 or C-92 for the community to have full authority over its YPA. The Kanesatake Health Center is also responsible for the administration and service delivery of the Assisted Living and Institutional Support programs for the community of Kanesatake.

Health and Services Provided

- Communicable Disease Control and Management,
- Clinical and Client Care,
- Health Promotion and Disease Control,
- Primary Care,
- Aboriginal Diabetes Initiative,
- Immunizations,
- Sexually Transmitted and Blood Borne Illness Screening,
- Healthy Child Development,
- Maternal & Child Health,
- Prenatal,
- Jordan's Principle,
- Aboriginal Head Start On Reserve and Off Reserve,
- Fetal Alcohol Syndrome,
- Early Childhood Development
- Brighter Futures,
- Early Learning and Child Care,
- Breastfeeding Support Program,
- Children's Oral Health Initiative,
- Avenir d'Enfants,
- Assisted Living,
- Institutional Care,
- Home and Community Care,
- In-Home Support Services,
- Mental Health,
- National Native Alcohol and Drug Abuse Program,
- First Nations Health Insurance Benefit Program,
- Medical Transportation Services,
- Community-Based Drinking Water Monitoring Program,
- Elders Social Support,
- Traditional Support Services,
- Food Security,
- Child and Family Services, least disruptive measures,
- Child, youth and Family support services,
- Child and Youth Program Activities.

Social Services are provided by Centre Jeunesse (now under CISSS des Laurentides) under contract through a bilateral agreement with Aboriginal Affairs and Northern Development Canada (AANDC). Services include Youth Protection, Assisted Living and Institutional Support. The services are located in an office in the village of Oka.

Onen'to:kon Healing Lodge is available in the community, and is operated jointly by the Mohawk Council of Kanesatake and the Mohawk Council of Kahnawake. Two members of the board of directors are appointed from the Health Center.

In addition to the traditional Longhouse, the community also has access to three different churches, Pentecostal, United and Catholic.

1.8 Language Issues

The community of Kanesatake has difficulty accessing outside services particularly in health and social services and policing services due to language barriers in Quebec. The community is predominantly Anglophone, and often has difficulty in accessing services in the provincial system such as Mental Health.

1.9 Cultural Values

A holistic approach is used in developing, planning and maintaining services to the community. The central belief that health and wellness comes with preserving harmony and balance between the physical, spiritual, emotional and mental well-being in the individual, the family and community is a basic practice among all community services.

In Kanesatake, there are very strong traditional ties to the land as demonstrated by the many generations who have endured persecution and oppressive policies to remain here within their traditional territory. The land is the tie that binds the community together.

2. Statement of Problem

2.1 History of Policing in Kanesatake

An interim tripartite policing agreement was signed in December 1996 between the Mohawk Council of Kanesatake, the Quebec government and the Solicitor General of Canada. It established the authority of the Kanesatake Mohawk Police (KMP) force to maintain peace, order and public security within a patrol zone agreed to by the parties. The agreement provided Kanesatake with professional and culturally sensitive policing services.

The Interim Agreement was extended for one year in 1997, and the inauguration of the Kanesatake Mohawk police station took place in November of the same year.

In April 1998, there was a community ratification process for a permanent policing agreement. A permanent Tripartite Policing Agreement was concluded in August 1999, and provided for the establishment of a permanent Kanesatake Mohawk Police Commission (KMPC).

The agreement was extended in March 31, 2002 and March 26, 2003 to include enhanced funding for special police operations to fight criminal activity in the community. An agreement in principle for a new policing agreement, April 2004 to March 2008, was reached by all parties in December of 2003.

Unfortunately the events in January 2004² led to Kahnawake Peacekeepers patrolling the community from January until April 2004. After the Kahnawake Peacekeepers withdrew, attempts were made to reinstate the KMP on the territory, and eventually Quebec Public Security withdrew its funding, the KMP was provisionally suspended, and the Mohawk police station was closed. The Sûreté du Québec has the mandate to patrol the community since this time.

2.2 Social and Justice Services Available

Youth protection and young offenders' services are managed for Kanesatake by Centre Jeunesse, which is presently under the CISSS des Laurentides. Kanesatake benefits from a Crime Prevention project which provides services to youth at risk, and those that have been referred from Social Services or the Court.

² There are many reports available on the events that happened in January 2004 which include the forced confinement of police officers and the burning of the house of the Grand Chief James Gabriel.

The Kanesatake Mohawk Police had a signed agreement for Justice Services with the Court in Two Mountains. This allowed the police officers to enforce the Quebec Highway Safety Code and issue citations to offenders.

2.3 Current Policing Services and Issues

The SQ currently polices the Mohawk community of Kanesatake.

The present situation stems from actions taken by anti-policing factions in Kanesatake. These actions resulted in crimes, including arson and the destruction of the home of then Grand Chief James Gabriel.

The SQ primarily patrols the highway that crosses the community and, occasionally, secondary roads within the geographical zone.

The approach presently used by the SQ is reactive and not pro-active. Ultimately, officers are either directed to or negligent in not enforcing Highway safety code violations, resulting in a feeling of lawlessness for community members.

Kanesatake community members call the police and subsequently complain that the officers inform them that the issue is out of police jurisdiction and ultimately a civil matter.

The lacklustre approach is evident when SQ police officers routinely refuse to assist social service workers and the community paramedics to areas deemed too dangerous.

The increased highway traffic relative to the cannabis and tobacco trade on the main artery through the community remains unchecked. The Optimus Club of Oka indicated that transit traffic on average is 6100 vehicles per day. Cross border contraband in drugs and other illicit substances has free passage as no deterrent by way of police presence or enforcement exists.

Investigations are non-existent, as proven in the statistics compiled by that same agency for 2018, 2019 and 2020.

Criminal gangs and organized crime comfortably and openly show their presence in the community. Parties of dozens of "full-patch" motorcycle gang members occur in the community without any police intervention and surveillance.

Additionally, fire bombings on private homes and vehicles have become an all too familiar experience.

Community members fears of retribution and retaliation if they report and criminal activity or individuals.

2.4 Community Survey Results

In 2009, there had been two consultations conducted on policing and public security in the community as well as the ratification of the policing agreement in 1998. In 1990, after the Oka Crisis, a survey was conducted within the Kanesatake community of which 157 persons responded that they did not want SQ policing the community, instead they wanted trained and qualified native peacekeepers.

In 1994, LRS Trimark conducted an extensive survey and analysis on policing needs in Kanesatake. They produced a final report on the consultation that included the following recommendations:

- Native police officers – fully trained, well-equipped and culturally sensitive with a full range of policing powers and the authority to enforce all laws as long as the laws do not conflict with inherent rights;
- Police to be accountable to a Police Commission which is independent of Council;
- Candidates for police officers should be at least 25 years old, in good physical condition, high school graduates, no criminal records unless convictions for inherent rights, and trained at police training centre;
- Mutually supportive relationships should be developed between police in Kanesatake and other police services, and close working relationships between community police and community services.
- Some members proposed a formal community policing committee to facilitate working relationships in the community.

The last survey in 2009 on policing was undertaken by JK Diabo of JKD Consultants and was funded by the Ministry of Public Security for Quebec. Specific questions were asked in regards to police jurisdiction and crime in Kanesatake. The survey was conducted over a 6 month period between April and September 2009, the final report was submitted in 2010.

The primary objectives of the 2009 survey were to determine:

- Community viewpoint concerning policing in Kanesatake;

- If there was a need to make changes in the policing and public security services presently provided in Kanesatake;
- Areas of concern where residents in Kanesatake wanted to focus on concerning safety and public security;
- Specific crimes and the impact on the community;
- Legal resources available in Kanesatake;
- Options concerning future advancement in the legal system in Kanesatake.

The opportunity to participate in the survey was provided through multiple options for community members:

- 300 surveys were handed out;
- 1200 surveys with pre-postage envelopes were mailed out to homes on and off the territory based on addresses provided by MCK;
- Key informants were interviewed from the Health Center, Education and Social Services;
- Arrangements were made for the post office to accept returned surveys without postage, which would be forwarded and paid for by the consultant office;
- Surveys were sent by email on request;
- Surveys were accepted by fax;
- Home visits were offered as well as office visits;
- Public open forum was held (38 persons attended);
- Surveys were offered in English, French and Mohawk.

A complete report and a summary report was published. Highlights from the survey include:

- 77% were dissatisfied with the level of policing and public security provided by the Sûreté du Québec in Kanesatake;
- 88% of the respondents considered policy and public security to be a priority that needs to be addressed;
- 61% were dissatisfied with the Sûreté du Québec (SQ) having policing jurisdiction on the Kanesatake Mohawk Territory;
- 58% were unsatisfied with the working relations between the SQ and the community;
- The respondents saw the following issues as priority policing issues in community:³
 - Drug and alcohol issues – 22%
 - Public road safety issues – 21%
 - Criminal issues – 19%

³ In the more recent 2014 Kanesatake Health Needs Assessment Report, 56% of the respondents indicated that drugs were a huge problem in the community, 62% stated that the police were not effective in dealing with drug and alcohol dealers, and 18% indicated that the police actions make the problem worse.

- Law enforcement issues – 15%
- Public safety/community well-being issues – 23%
- 85% strongly agreed that crime is a matter of priority on the territory;
- 90% agreed that illegal drugs are a problem in Kanesatake;
- 63% agreed that domestic violence is a problem in Kanesatake;
- 79% surveyed were in agreement to re-establish a police station in Kanesatake;
- 77% of those surveyed felt that the re-establishment of a police force in Kanesatake would be a deterrent to criminal activity;
- 45% of those surveyed indicated they preferred trained native officers working in conjunction with the Sûreté du Québec;
- 74% strongly agreed to having a Native Police Officer work as a Liaison Officer on the territory during the period a community-based police agency is being re-established;
- 69% disagreed with having Council involved in the process of re-establishing a police agency and the selection of police officers;
- 80% felt that a Police Commission should be established prior to establishing the police department;
- 72% felt that the Police Commissioners should work totally autonomous from the Council;
- 58% indicated that a Police Commissioner should sit for a term of 3 years;
- 87% believed that there should be an Ethics Committee;
- 74% were unaware of any policing or legal resources available in Kanesatake to assist a community member who may be involved in legal difficulties;
- 57% of those surveyed would support a Court House in Kanesatake;
- While 26% were aware, 72% of respondents said they were not aware that Kanesatake had by-laws.

The consultant who undertook the surveys went on to recommend that a police commission be established before any applicants for police officers are reviewed and considered. He also recommended that none of the officers who were employed in the January 2004 raid be considered as it would be detrimental to the process of re-establishing a police agency in Kanesatake.

3. Crime Statistics

The following crime statistics for 2019-2020, were provided by Mathieu Dube, SQ Chief of Police Oka detachment, and Acting Liaison for the Sûreté Québec:

CATEGORY OF EVENT	TYPE OF EVENT	Jan 2019- Dec 2019	Jan 2020- Dec 2020	TOTAL
1000 – Crimes against a Person	Sexual Aggression	0	3	3
	Assault	16	9	25
	Theft	0	0	0
	Other crimes against a person	10	16	26
	Sub-total	26	28	54
2000 – Crimes against Property	Arson	4	3	7
	Break and Enter	0	0	0
	Theft of a Vehicle	4	1	5
	Fraud	0	0	0
	Vandalism	4	5	9
	Sub-total	12	9	21
3000 – Other Criminal Code Infractions	Other infractions of criminal code	1	2	3
	Sub-total	0	6	6
4000 – 5000 Laws on drugs and alcohol	Possession of Drugs and Alcohol	0	0	0
	Production of Drugs	0	0	0
	Sub-total	0	0	0
9000 – Criminal infractions related to the highway code	Dangerous driving	1	4	5
	Impaired Driving	0	0	0
	CSR infraction citations	2	6	8
	Sub-total	3	10	13
A. Assistance provided	Assistance	0	1	1
	Sub-total	41	53	94
B. Emergencies	Emergencies	0	1	1
	Sub-total	0	1	1
C. Investigations	Investigations	0	5	5
	Sub-total	0	5	5
R. Police Interventions	Interventions	16	54	70
	Sub-total	16	54	70
X. Question and Observation	Question and observation	0	0	0

CATEGORY OF EVENT	TYPE OF EVENT	Jan 2019- Dec 2019	Jan 2020- Dec 2020	TOTAL
	Sub-total	0	0	0

However, these statistics do not include all of the events in the community as many go unreported or are not investigated as crimes. People are often afraid to call to report because of repercussions or because they have no trust in the SQ police force. The activities in the community that are linked to organized crime continue to flourish.

4. Community By-Laws

Community By-Laws were ratified by the community and adopted by the Mohawk Council of Kanasatake in December of 1995 (MCK Resolution #021/9596/00069). The community by-laws include:

By-law	Date of Adoption	Effective Date	Amendments
Law on Disorderly Conduct and Nuisance	December 4, 1995	December 14, 1995	Not amended
Law Concerning Children and Minors	December 4, 1995	December 14, 1995	Not amended
Law on Vehicles	December 4, 1995	December 14, 1995	Not amended
Law on Sanitation	December 4, 1995	December 14, 1995	Not amended

5. Proposed Police Operations

5.1 Overview

Police operations in Kanasatake will consist of administration services to support policing and a community dispatch for calls directly to the police station in conjunction with Quebec 911 services. There will be a proactive and responsive police force of 24 officers including 4 corporals and 16 regular officers, 2 Investigators, CALEA administrator, an Assistant Chief, and the Chief of Police. As the policing services provide community policing, the police officers will be required to be involved with the schools and community events.

As well, the police force is expected to work with other neighboring police forces to investigate and combat problematic situations within the Mohawk Community.

As the Kanesatake Mohawk Police Force (KMP) was provisionally suspended in 2004, but never terminated, there are existing policing operational protocols and policies that can be reviewed revised, and implemented along with CALEA standards as part of *Phase 1- Start-Up*.

The Patrol Zone is to be negotiated at part of *Phase 1 – Start-Up*, this is because of the 57 native properties in the village of Oka, and those on Rang. Ste. Sophie and Rang. Ste. Germaine and must be included in the patrol zone.

5.2 Phases of Operations

The set-up of the permanent police force will be completed over three phases:

PHASES	DESCRIPTION	MAIN ACTIVITIES	TIME FRAME
1	Preparation and Start Up	<ul style="list-style-type: none"> ▪ Communication with community and outside as needed; ▪ Selection/hiring Director of Public Safety ▪ Establishment of Interim Kanesatake Rontonkwe’tanonhnha Board of Directors, Terms of Reference, Mandate, Policies; ▪ Training for Director of Public Safety, KRBOD, and other personnel; ▪ Establishment of Terms of Reference and Mandate for Police Ethics Board; ▪ Establishment of Terms of Reference for Community Consultative Group for Policing; ▪ Development of a uniform and patch; ▪ Review of policing policies and protocols, job descriptions for officers, work schedules, etc.; ▪ Hiring of permanent administrator and secretary; ▪ Establish staffing needs based on work schedules; ▪ Work on rental and/or purchase of new patrol cars and equipment; ▪ Securing site for mobile police station; 	6 – 9 months

PHASES	DESCRIPTION	MAIN ACTIVITIES	TIME FRAME
		<ul style="list-style-type: none"> ▪ Negotiations for patrol zone; ▪ Work on rental of mobile police station and renovations as needed; ▪ Work on Agreement with Sureté and/or Ville de Deux Montagnes for policing support and cooperation such as overnight cells, etc. for Phases 2 and 3; ▪ Work on Agreement with Ville de Deux Montagnes for ticketing for Phase 3. ▪ Work on Agreement with the Court of St. Jerome for criminal files and/or charges. 	
2	Interim Policing	<ul style="list-style-type: none"> ▪ Selection/hiring of police officers according to staffing needs from surplus lists from other communities; ▪ Two-year contracts for police officers; ▪ Selection/hiring of Interim Chief of Police; ▪ Contract for Interim Chief of Police; ▪ Selection and hiring of dispatchers; ▪ Communication with the community; ▪ Make mobile police station operational; ▪ Work on establishment of Terms of Reference/Mandate for permanent KRBOD; ▪ Work on Terms of Reference for Police Ethics Committee which includes representation, term of office, procedures, etc. ▪ Selection of Police Board of Directors for appointed Term of Office; ▪ Oath of Office for KRBOD; ▪ Selection and appointment of Police Ethics Committee according to Terms of Reference and Mandate 	12 – 18 months
3	Permanent Policing Services	<ul style="list-style-type: none"> ▪ Continuous communication with community; ▪ Police Board of Directors operational; ▪ Police Ethics Committee operational; ▪ Selection and hiring of permanent police officers with extended contracts according to funding available; ▪ Selection and hiring of permanent Chief of Police ▪ Building of permanent police station; ▪ Purchase of cars and equipment; ▪ Permanent policing operations; 	Forward years 3- 5

PHASES	DESCRIPTION	MAIN ACTIVITIES	TIME FRAME
		<ul style="list-style-type: none"> ▪ Signing of Service Agreements (MOU) with Sureté and with Ville de Deux Montagnes for support and cooperation as needed; ▪ Gradually introduce ticketing to police operations. ▪ Police Board of Directors and Chief of Police provide annual reports on policing to the Mohawk Council and to the community. 	

6. Director of Public Safety

Departmental Supervision

As head of all emergency services within the territory of Kanesatake, the director of public safety will consistently examine and audit the performance of the eventual oversight of each organization. Develop and provide technical and administrative direction on all safety policies and programs which bear critical importance to the organization’s mission, Mohawk Council of Kanesatake governance objectives, and the community consultation recommendations and the strategic plans developed. Oversee and enforce compliance with all provincial and federal regulatory and safety compliance requirements. They will review internal policies and practices to ensure they are current and appropriate; conduct hazard and risk assessments and develop new or, where necessary, make recommendations to the Mohawk Council of Kanesatake to amend safety policies and procedures at a governance level. Create a work environment which reflects a commitment to protecting the health and safety of all members of the community of Kanesatake and all employees in which fall under the Mohawk Council of Kanesatake. The director will act as a liaison between the Mohawk Council of Kanesatake Grand Chief and Council and the Kanesatake Rontonkwe’tanonhnha Board of Directors.

6.1 Policing Oversight

Kanesatake Rontonkwe’tanonhnha Board of Directors

The Kanesatake Rontonkwe’tanonhnha Board of Directors (hereinafter the “Board” or “KRBOD”) will consist of seven (7) members with experience in policing or with a legal background, and who are not members, nor directly related to members of the Mohawk Council. The Board will be in

place prior to the phases being implemented to assist in the administrative requirements and commencing of police operations. The Terms of Reference for the Board will be developed during Phase 1 - Start-Up.

Some of the major responsibilities of the Board will include:

- The recruitment and hiring of the Chief of Police;
- The hiring of police officers and civilian staff;
- Establishing policies for the effective management of the Police Department, including human resource policies; administrative and operational standards with adherence to the Commission on Accreditation for Law Enforcement Agencies, (hereinafter “CALEA”);
- Ensure there are clear guidelines for police officers on/off-duty;
- Ensure the appropriate training of police officers;
- Overseeing policing operational protocols and policies with adherence to CALEA standards;
- Co-Signing with MCK cooperation and working agreements with outside agencies;
- Determining the objectives and priorities for policing services in Kanesatake;
- Monitor the performance of the Chief of Police; conduct annual performance review;
- Establish guidelines for the reception of complaints by the Chief of Police, and when/how a referral is made to the Police Ethics Board;
- Work with the Police Ethics Board and Community Consultative Group as outlined in Terms of Reference documents for all;
- Ensure that statistical reports are provided to the Mohawk Council as per Terms of Reference;
- Remain accountable to the community of Kanesatake for policing services.

It is foreseen that the Board will establish guidelines and procedures for hearing complaints against members of the police services as directed to the Chief of Police. If the complainant is not satisfied with the outcome of the complaint, he/she will be able to file an appeal with the Police Ethics Board. If the complaint is against the Chief of Police, it will be directed to the Board. If the complainant is not satisfied with the outcome of the complaint against the Chief of Police, he/she will be able to file an appeal with the Police Ethics Board.

6.2 Police Ethics Board

The Police Ethics Board will be instituted to consider complaints made by any person against one or more members of the Kanesatake Rontonkwe’tanonhnha Police Service. Additionally, this

Board will also make recommendations to the KRBOD for the modification of administrative or operational practices that, in the opinion of the Police Ethics Board, will enable Kanesatake Rontonkwe'tanonhnha Police Officers to fulfill their mandate more efficiently, effectively and in accordance with the needs and expectations of the community. All decisions and recommendations will be directed to the Board, but decisions by the Board regarding complaints against a police officer will be forwarded by the Board to the Chief of Police.

The Police Ethics Board will meet as needed, and will report annually to the community. It is foreseen that the Chief of Police will attend meetings of the Ethics Board as an ex-officio member. Terms of Reference for the Police Ethics Board will be developed during Phase 1 – Start-Up.

6.3 Community Consultative Group

The Community Consultative Group will be made up of members of the community at large as well as some of the service directors whose programs are affected by or network with policing. This community group will become a consultative group for the Kanesatake Rontonkwe'tanonhnha Board of Directors, and will meet with the Board at least twice a year. The Terms of Reference for this consultative group will be developed as part of Phase 1 – Start-Up.

It is foreseen that some of the responsibilities of the community consultative group will be to:

- Identify issues and bring policing priorities to the attention of the KRBOD;
- Offer advice regarding gaps in policing services or networking needs;
- Provide suggestions and ideas or information that will help address issues or that will support upcoming projects or community events;
- Work with the KRBOD to incorporate Crime Prevention Youth Services and Young Offenders Program under Community Policing;
- Ensure cultural safety, sensitivity and awareness by policing services;
- Act as a community consultation for the KRBOD.

7. Reporting

The following information will be provided in an annual report.

- actual complement of police officers, special constables or other appointed individuals, as well as civilian staff, including an organization chart of the police service;

- training and recruitment activities for police officers, special constables or other appointed individuals;
- statistical data on caseload information;
- information about activities and programs that the police service may be delivering or involved in, such as school liaison work, drug education and awareness, crime prevention, auxiliary officer programs;
- an inventory of vehicles;
- description of policing infrastructure (current state of facilities, projected work repairs, and any improvements made to facilities, etc.);
- statistical data on public complaints against the police service, including the amount and the nature of the complaints;
- information on the police governing authority (also known as a Board, the KRBOD, a designated board) or of the Council (in the case of Québec) for the administration of the police service, including its membership, the number of meetings held, and a description of its activities; and,
- an inventory of weapons, including intermediary weapons.

In addition an audited financial statement will also be provided.

8. Organigram - Kanesatake Rontonkwe'tanonhnha Police Service

