



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

October 27, 2010

To the Attention of:  
The Chairperson,  
Yukon Police Review Committee  
Review of Yukon's Police Force  
Box 2703 J-1  
Whitehorse, Yukon  
Y1A 2C6

**RE: CALL TO ACTION ON TREATMENT OF ABORIGINAL PEOPLES**

Dear Chairperson,

As a direct response to the recent tragic and humiliating deaths in police cells, the perceived lack of human decency toward Aboriginal peoples, the scandalous and inappropriate behaviour of RCMP officers, and complaints regarding police services to Aboriginal citizens, the PSAC Regional Aboriginal People's Committee demands that the following actions be implemented immediately:

**RCMP detachments:**

- Will have sufficient staff members at all times in order to ensure that Officers are not completing paperwork on their own time, nor should they be authorized to do so under any circumstances.
- Will ensure, through sufficient staffing, that officers are not attending calls without sufficient back-up, under any circumstances.
- Will hire sufficient numbers of staff so as to ensure that officers are never rushed, and will thus have the ability to meet every confrontation with a graduated response designed specifically to diffuse the situation and to diminish its escalation.

- Will ensure that all employees of the RCMP will be able to work in an environment that is sensitive to Post-Traumatic Stress Disorder, as well as other issues that may be happening either inside or outside the workplace which may create undue hardship on certain officers.
- Will ensure that all officers receive mandatory training on dealing with vulnerable individuals with mental health, Fetal Alcohol Spectrum Disorder, and extreme addictions issues.
- Will ensure that all sensitivity and special response training, such as non-violent intervention, be certification based so that recertification is necessary.
- Will ensure that all officers receive cross-cultural training in an open forum so as to foster a collaborative process, and understanding future mindset.
- Will actively undertake to recruit more aboriginal officers, and ensure that they be given the opportunity to be promoted from the regional/geographic area in which they come from.
- Will ensure the prevention aspect of policing will be strengthened, and officers will be encouraged to use their positions to foster a collaborative and civic-minded reputation in communities, by understanding Aboriginal culture, being role models for Aboriginal youth, volunteering to support indigenous sports, and being active in the realm of social service activism.
- Will establish an active complaints body, independent of police control, to investigate complaints against the RCMP, which will impart Aboriginal involvement proportional to the percentage of Aboriginal people impacted by the justice system.
- Will duly ensure that ALL squad cars and any other emergency services vehicle attending the scene, and/or any vehicle transporting suspects, whether they are marked or unmarked, must have a fully operational video camera recording both inside and outside the vehicle at all times.
- Will no longer permit racist comments and inappropriate behaviour to be allowed and accepted under the guise of "Dark Humour". Further, members of the RCMP who are not able to adhere to this requirement will be privy to a variety of escalating penalties with the occurrence of each incident.

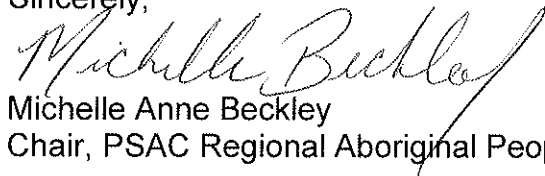
- Will no longer tolerate, or promote (through silence or otherwise), inappropriate jokes and gestures or demeaning and degrading comments, whether directed at politicians, those arrested, other members, the public, or otherwise. Further, the RCMP will constitute these actions to be viewed as harassment and thus privy to a zero tolerance policy.

Police Officers:

- Will have their positions terminated immediately upon being convicted of any crime.
- Will no longer be allowed to perpetuate the hypocrisy of enforcing laws to which they themselves can not adhere to.
- Will be held 100 percent accountable for their behavior at all times, whether they are in uniform or not.

Thank you for the opportunity to submit our recommendations. We look forward to the much needed changes, which we trust will take place in answer to this Police Review. Please contact us at 667-2331 for any further information.

Sincerely,



Michelle Anne Beckley  
Chair, PSAC Regional Aboriginal People's Committee