

COURT FILE NUMBER 1901-03329

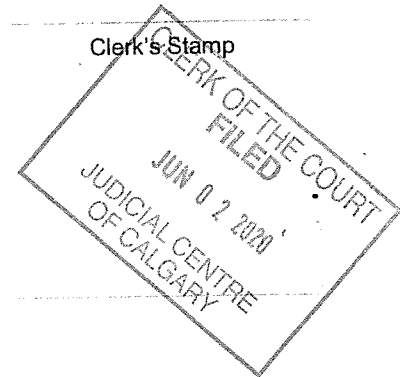
COURT COURT OF QUEEN'S BENCH OF ALBERTA

JUDICIAL CENTRE CALGARY

PLAINTIFF KIMBERLEY PRODANIUK (NEE BAIRD)

DEFENDANTS THE CORPORATION OF THE CITY OF CALGARY, CITY OF CALGARY POLICE SERVICE, CHIEF OF POLICE OF THE CITY OF CALGARY POLICE SERVICE, & THE CALGARY POLICE ASSOCIATION

DOCUMENT **AFFIDAVIT**



ADDRESS FOR SERVICE AND CONTACT INFORMATION OF PARTY FILING THIS DOCUMENT

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File#: 89056-1

AFFIDAVIT OF KIMBERLEY PRODANIUK

Affirmed on May 11, 2020

I, Kimberley Prodaniuk, of Calgary, Alberta, AFFIRM AND SAY THAT:

1. I am the Plaintiff in the within action and as such have personal knowledge of the matters herein affirmed to or where so stated believe the matters to be true based on information and belief.

My Background

2. Since the age of eighteen, I have dedicated my life to either working to become a police officer or working as a police officer. I started by choosing education that was specific to law enforcement.
3. I graduated in 2003 with a Bachelor of Applied Justice Studies degree. Through this degree, I pursued and obtained volunteer and work experience to help me secure a career in the justice system. While completing my studies, I worked as a Correctional Officer at the Calgary Remand Centre.
4. Upon graduation, I transitioned to working full-time as a Correctional Officer and was one of the few female officers in the province to become a Tactical Team Member.
5. In 2006, I transferred from working in corrections to a position with the Alberta Sheriffs Branch. Shortly before graduating from Sheriffs' basic training, the Calgary Police Service (hereinafter "CPS") offered me a position as a police officer, and I gladly accepted.
6. I was honored to be selected as the class valedictorian for my cohort in Sheriffs' training, and gave a speech in front of the Alberta Solicitor General on behalf of our graduating class.

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Clerk's Stamp

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7. After graduation, I submitted a proposal to create an Alberta Sheriffs Tactical Team to respond to major disturbances inside court holding cells. To create this proposal, I led research and development with my fellow teammates in Calgary and at the Alberta Solicitor General Staff College in Edmonton.
8. On March 6, 2008, I started recruit training with the CPS. I remember this day because I felt like it was the best day of my life. During recruit training, I enthusiastically took on a leadership role related to our class graduation and spent hours every day after class working on organizing our graduation. I cried tears of joy at our class graduation and was in disbelief the first time I saw myself in a police uniform that said "Calgary Police Service" on the shoulder flash. I was extremely proud to be a member of the CPS and sent everyone I knew a picture of me in my new uniform.
9. I have been a police officer with the CPS for 12 years in March of this year (2020). I've worked on the riot team, as a training officer for a use of force technique, have done surveillance and undercover work, and have been on investigative teams. After seven years of experience, I became a member of the CPS Homicide Unit, which is the CPS unit where I last worked.

Application and Hiring Process

10. As stated on the CPS website, the application process to become a member of the CPS is detailed and extremely time consuming.
11. The process consists of a number of steps. The applicant must successfully pass each step before proceeding to the next. If an applicant failed a step, the applicant was deferred from reapplying to the CPS for a certain time period.
12. I successfully passed each step on my first attempt, and the steps I completed are as follows:
 - a. Exams: I successfully passed two written exams including the Alberta Communications Test and the Alberta Police Cognitive Ability Test;
 - b. Fitness Testing: I passed a rigorous fitness test called the Physical Ability Requirement Evaluation (PARE);
 - c. Application: I submitted my application package, part of which included a Personal Disclosure Form. Questions ranged from asking if I had ever cheated on an exam to whether I'd been involved in a murder. I also filled out an additional disclosure section about my previous experience as a correctional officer and sheriff;
 - d. Application Review: CPS reviewed my application for completeness and approved my application for submission;
 - e. Follow-up Interview: I successfully passed an in-person interview with a police officer in the CPS HR Recruiting Unit. The interview included an intensive and detailed review of my Personal Disclosure Form and personal history;
 - f. Panel Interview: I successfully passed a Behavioral Descriptive Interview conducted by a panel of three police officers;
 - g. Polygraph: I successfully passed a pre-polygraph interview and pre-employment polygraph examination that related to my Personal Disclosure Form and personal history;
 - h. Background Investigation: I successfully passed an extensive background investigation. The background investigator interviewed referees I provided and also searched for people who I'd interacted with previously;
 - i. Selection Panel: I successfully passed a competitive process referred to as 'Selection Panel'. The selection panel reviewed my entire application package and measured my suitability to become a police officer against other candidates; and
 - j. Psychological Testing: I successfully passed a number of psychological tests that were conducted over a period of several hours at the CPS Psychological Services Department. From my understanding, these tests were reviewed by a psychologist named Dr. Baillie.

13. On or around January 28, 2008, the CPS presented me with a conditional offer of appointment as a 5th Class Police Constable. My start date with the CPS was on March 8, 2008, for two days of CPR training during which time I remained a civilian. I was appointed to the position of Police Officer on March 10, 2008 and was required to satisfactorily complete a probationary period of eighteen months before being permanently appointed as a Police Officer.

CPS Recruit Training

14. I was in CPS Recruit Training from March 10, 2008 until July 27, 2008.
15. No training was provided by either the CPS or the Calgary Police Association (the "CPA") regarding the realities of the CPS workplace and culture, including, but not limited to, issues of harassment, sexual harassment and bias toward female CPS officers. We received no training on how to report or deal with these matters.
16. We were trained on the general rank and command structures in the CPS and our reporting relationships and obligations as junior constables.

Rank and Command Structure and Insubordination

17. The Calgary Police Service (hereinafter "CPS") utilizes rank and command structures, which are hierarchical structures that assign authority and obligations to officers.
18. The CPS rank structure assigns titles, or ranks, to appoint authority and responsibility to an officer. The hierarchical structure from least senior to most is as follows:
- a. Constable (Class I through V)
 - b. Senior Constable Level 1
 - c. Senior Constable Level 2
 - d. Sergeant or Detective, both holding equal rank authority;
 - e. Staff Sergeant;
 - f. Inspector;
 - g. Superintendent;
 - h. Deputy Chief; and
 - i. Chief Constable.
19. A command structure is a general term used in policing operations to describe how orders and tasks are passed within the organization according to rank and roles within mobilized systems. It should be noted that the ranks of Constable, Sergeant/Detective, and Staff Sergeant are all part of the CPA whereas Inspector, Superintendent, Deputy Chief, and Chief Constable are part of their own organization called the Senior Officer's Association (SOA). As will be seen, the CPA will not act against or discipline their own members or initiate any forms of formal or information grievances against their own members, even those with high rank. To my knowledge, there has never been a grievance brought by the CPA on behalf of a lower ranking member of the CPA against a higher ranking member of the CPA, or peer-to-peer. I do not have direct knowledge of how to SOA operates.
20. A command structure is a line of obligations in which orders are accepted by a subordinate officer, who then reports information back to their supervisor.
21. If an officer willfully disobeys or refuses to carry out an order, it is considered insubordination. In the CPS, the only exception to this rule is if the order was unlawful, or if the order unreasonably endangers lives.
22. Any form of debate, legitimate or not, with a higher rank is poorly received within the CPS organization. The phrase "*you can run but you can't hide*" describes a situation where a subordinate officer has acted in a way that a higher ranking officer feels is defiant. As implied by the phrase, the subordinate officer experiences disguised discipline which is difficult to endure and often impacts the subordinate officer's ability to advance in their career with the CPS. Even if the subordinate officer transfers to a different unit or location away from the senior officer, the phrase implies that the transfer is futile as the consequences of insubordination will follow the subordinate officer. The catchphrase "*you can run but you can't hide*" is well-known in the CPS, and forms part of the culture therein.
23. As a result of the forgoing, I feared the consequences of any action, including reporting the harassment described in this Affidavit and the Statement of Claim filed in this Action. If you report harassment the result is further harassment and the implementation against you of "*you can run but you can't hide*".

My Time at District 2

24. I was an officer in District 2 from August 27, 2008 to January 16, 2011. While in District 2, I held the following positions:
- A full-time uniformed front line constable on Team 2-3 between June 27, 2008 and March 21, 2010;
 - A part-time member of the Public Safety Unit Crowd Management Team from September 2009 onward;
 - An 'as needed' Lateral Vascular Neck Restraint (LVNR) Instructor with the Skills and Procedures Unit from February 7, 2010 onward;
 - A full-time plainclothes officer in 2SDT between March 21 and December 5, 2010;
 - An 'as needed' undercover operator for the Vice Unit from June 7, 2010 onward;
 - A part-time member of a covert unit; and
 - A full-time uniformed front line constable on Team 2-3 from December 5, 2010 to January 16, 2011.
25. Standard CPS practice is that a recruit begins employment as an officer in the "PTO Phase", where new officers are supervised by a senior officer. New officers do not work alone or unsupervised during the PTO Phase, which takes place over a twelve week period and is split into two six week phases with different training officers.
26. I completed the PTO Phase after graduating from CPS Recruit Training, when I transitioned to District 2. The first training officer who supervised me was Cst. Chris Young, and my second training officer was Cst. Rich Shannon.
27. Throughout my time in District 2, I had many conversations with Staff Sergeant Jim Rorison. He often made comments about the clothing I wore to work, which usually consisted of sweatpants and a hoodie. He called my sweatpants "give up on life pants", and stated he would not let his wife wear them. During these interactions, I tried to remain pleasant and would engage in short conversations then change into my uniform. One day, I wore a pair of shorts to work. Staff Sergeant Rorison stopped me at his door, looked me up and down in a sexually suggestive manner from inside his office and said, 'that's much better'. No one could see him doing it because he was inside his office and I was standing outside his doorway in a hallway. I refrained from wearing shorts to work after this interaction. I was in my probationary period as a fresh constable and if I complained to anyone about this, the "*you can run but you can't hide*" issue would have been applied to me.
28. Throughout the time I spent working in District 2, I became aware of the the terms "PT cruiser", "box car", and "P dub ass". I heard male officers use these terms to describe female officers who had female partners, and to describe how a female officer's backside looked in a uniform.
29. In September of 2008, during the PTO Phase, I was working a night shift with training officer Cst. Shannon when we received an emergency call referred to as a Code 200, which meant that a police officer was in serious danger and in urgent need of back-up. This is one of the most serious calls for help that an officer can give, and a Code 200 is rarely used. This type of call is so serious that every officer on duty in the CPS is made aware of the call, regardless of work area. All officers in the district and surrounding districts near the code 200 event, surveillance units, tactical team, canine units, as well as other marked police units that are not on other urgent calls are required to rush to the scene of a Code 200.
30. Roles of uniformed police officers in a marked unit are clear for travel to calls for service, including response to the previously mentioned Code 200. The driver focuses on driving due to the danger associated with emergency driving, and the passenger's role is to navigate by providing live directions to the address. My role that evening was as the driver, and Cst. Shannon was the passenger responsible for giving directions.
31. Cst. Shannon was very upset en route to the call. He seemed overwhelmed, flustered, indecisive, and could not speak calmly or give coherent words directions to direct me to the call. At one point he stopped providing me with directions and went silent.

32. At the scene of the Code 200, I saw hundreds of party-goers at two neighboring houses, many of whom were fleeing on foot down the streets once we pulled up in marked police cars. The sergeant who had initiated the Code 200 was safe.
33. After arriving on the scene, Cst. Shannon and I worked on dispersing the party goers. Cst. Shannon approached an individual who was carrying an open box of Corona beer. Cst. Shannon seized the box of Corona and placed it into the trunk of our police vehicle. Once the party was under control, Cst. Shannon and I continued on our shift.
34. At the conclusion of this shift, Cst. Shannon and I returned to the District 2 police station during the early hours of the morning. When we pulled into the public parking lot of the police station, I saw a young woman sitting in her vehicle. The police station was not open to the public at that early hour of the morning, and I was concerned that she may be trying to reach police. When I came to a stop outside her vehicle, I advised Cst. Shannon that I was going to ask the woman if she was in need of assistance. He told me not to worry about talking to her, but I had already started unrolling my window to speak to her. When I asked if we could help her, she stated she was waiting for Sgt. Braille and she had been at the party scene we had attended earlier in our shift. I believed she had already been helped by Sgt. Braille, so I pulled our police car into the secure parking lot to end our shift.
35. As I was parking, Cst. Shannon told me that the woman was likely waiting for Sgt. Braille to finish his shift so he could take her home to have sex with her. Cst. Shannon said that Sgt. Braille was well known as a "playboy" and that women regularly showed up to meet Sgt. Braille on duty. Cst. Shannon said that Sgt. Braille often had female civilian "ride alongs" with him in his police Sergeant's vehicle while on duty, and that Sgt. Braille had a girlfriend who was not aware about his reputation.
36. Cst. Shannon and I finished the shift by unpacking the police vehicle and returning our equipment. The box of Corona that Cst. Shannon seized at the house party needed to be booked into the CPS property room for destruction. I offered to book the box of Corona into the property room. Cst. Shannon told me that he would take care of it.
37. Cst. Shannon said that the team was going to have a meeting, and instructed me to meet the team in the police garage after changing out of my uniform. I was eager to try to repair any hard feelings he may have about our Code 200 call, as I relied on him to provide me with a good assessment as my PTO Phase trainer. My understanding was that my assessment was purely based on his feedback, with no mechanism to dispute the assessment. It was also my understanding that if an officer received a poor assessment, PTO Phase training would be extended, earning that officer a negative reputation that follows the officer for their career.
38. After I changed out of my uniform, I went to attend the team meeting, I saw the box of Corona sitting in the same place Cst. Shannon had left it. I thought he may have forgotten to book it into property or was going to do it afterward. I went inside the garage and saw Cst. Shannon and approximately five police officers from my team. Cst. Shannon went outside for less than 20 seconds and returned with an open box of Corona beer. I believed it was the same box of Corona beer he had seized from the Call 200. He offered the other officers a Corona, and all accepted the offer.
39. Based on my training, it was my understanding that the beer technically became stolen the moment Cst. Shannon and others began drinking it. It was, and remains, my understanding that taking and consuming seized property is against CPS policy. I remember being in disbelief, and wondering if this was some kind of disguised ethical test Cst. Shannon was putting me through as my training officer. It was not.
40. When Cst. Shannon asked me if I wanted a beer, I declined. When I declined, Cst. Shannon stated "*is it because we seized it?*". The room went silent and remained silent, and everyone stared at me. I realized at that point it was not an ethical test, but a test to see if I was "one of the guys". I tried to casually play it off, saying I was tired and needed to sleep. The conversation became strained after I declined.
41. If I were going to bring this incident to a superior's attention, I would have needed to speak to Sgt. Braille. I was not comfortable doing so, particularly as it was my understanding that Sgt. Braille was going to have sex with the female he met at the party where the Corona was seized. As a result, I didn't believe complaining would result in anything but alienation from my team.
42. According to a March 20, 2019, CBC News publication titled "3 Calgary police officers who made the police available for sale sentenced to jail in corruption case", Sgt. Braille was fired from the CPS in 2016 for professional misconduct relating to a 2008 high-speed chase. Sgt. Braille was convicted in an unrelated police corruption case in which he was convicted of bribery, harassment, and unauthorized use of a computer system and given an intermittent sentence.

43. Upon completion my PTO Phase, I felt disillusioned and concerned about the CPS workplace. My understanding of CPS from the recruiting process and CPS Recruit Training was markedly different than what I experienced up to that point in District 2. At this point, I had invested time and money in pursuing the necessary education and training to be a member of CPS. I hoped that what I had experienced was limited to District 2, and that if I worked hard, I would be able to avoid the morally challenging situations I had encountered in District 2.

Cst. Billy Gorrell

44. Sometime between November 2008 and February 2009, Cst. Billy Gorrell was assigned as my first police partner after finishing my PTO phases. Cst. Gorrell was senior to me based on his years of service.
45. Throughout our time working as partners, Cst. Gorrell had me drop him off and/ or pick him up from the CPS Psychological Services building in downtown Calgary, which was outside our work area. Cst. Gorrell told me on a few occasions that he had attended CPS Psychological Services off duty as well. I was not aware of the reasons why he was regularly attending CPS Psychological Services.
46. A few months into our partnership on an evening shift, Cst. Gorrell showed up to work wearing a short sleeved police uniform shirt and had severe scratches all over his arms, some of which appeared to be recent enough to appear like they had dark red dried blood still remaining in them. I asked him if he was ok and Cst. Gorrell stated he had put his fist through a coffee table during an argument with his girlfriend who he lived with.
47. During subsequent shifts Cst. Gorrell told me that he was arguing regularly with his girlfriend. Cst. Gorrell advised me that he was "having visions of killing his girlfriend". This was not said in a joking manner. Cst. Gorrell then told me that if I told anyone what he'd said that he would make up rumors of a sexual nature about me and spread them around the CPS.
48. I was on my probationary period at this time and understood that any conflict could be used as grounds for my termination from the CPS, especially if conflict was a repeated occurrence during any officers probationary period. Based on my status as a brand new police officer, I understood that my word meant very little compared to experienced officers. I also understood from other officers, in particular, Cst. Mark Glessing, that new police officers should shut up and do what they're told until they have 5 years of service on in the CPS, and that only at 5 years on did any officer have enough service to have an opinion. Cst. Young had previously made me aware of the existence of this cultural rule but stated that he did not personally agree with it, although it existed.
49. Cst. Gorrell was senior to me and seemed to be well respected by his peers and supervisors. He was referred to as an 86 magnet by fellow officers and supervisors, meaning he was known for locating persons driving stolen cars which was an event that was not common for most police officers and gained him elevated status in the CPS.
50. During one of our evening shifts, Cst. Gorrell initiated a vehicle stop for a minor traffic infraction he saw. As per CPS protocol, I ran the subject vehicle's licence plate on CPIC to determine if the vehicle was stolen, or if persons we would be dealing with were flagged as being armed and dangerous, violent, or a flight risk. CPIC results are almost always returned within a matter of approximately five seconds. Rather than awaiting the CPIC results to be returned, Cst. Gorrell abruptly stormed out of the vehicle with no obvious trigger. He attended the driver's side of the subject vehicle alone, placing us both in a potentially dangerous situation. I remained inside the police vehicle reading the CPIC results while keeping my eye on Cst. Gorrell for his safety.
51. After the vehicle stop was concluded and while we were still parked in our original position, Cst. Gorrell became enraged. He yelled at me uncontrollably in our police vehicle for not attending passenger side of the vehicle quickly enough to his liking. I told Cst. Gorrell that his level of anger was disproportionate, out of line, and that he had placed both of us in a dangerous situation by failing to await CPIC results. Cst. Gorrell was the driver of our police vehicle that evening and drove away while continuing to yell at me uncontrollably and incoherently. Cst. Gorrell's anger was so intense and his yelling was so loud and incoherent that I took a mental note of where my firearm was located on my belt just in case, and I planned to exit the police vehicle at the next red light without notice to Cst. Gorrell, and contact the Duty Sergeant for backup, but the lights were all green.
52. I asked Cst. Gorrell to return to the District 2 office and tried to keep Cst. Gorrell as calm as I could while he was driving. I believed that if I told him to stop the car, it could escalate him even further. I spoke to the Duty Sergeant, Sgt. Sterling Verheul in an office in private. I told him what had happened that evening and told him that Cst. Gorrell had recently stated he had visions of killing his girlfriend and had shown up to work covered in scratches on his arms from putting his fist through a coffee table during a domestic dispute with his girlfriend. I also told Sgt. Verheul that I was concerned about Cst. Gorrell's current state of mental health while on duty. Our shift was not over yet and Cst.

Gorrell would continue to respond as a police officer for several more hours and was carrying a firearm in his role as a police officer.

53. Sgt. Verheul met with me after he had spoken to Cst. Gorrell. Sgt. Verheul stated that he had heard "both sides of the story", chalked it up to a disagreement between police partners. Sgt. Verheul told me that I could work the remainder of the shift in my own police vehicle, or I could try to resolve things with Cst. Gorrell. Sgt. Verheul had reduced the situation to a dispute and a he said/she said situation. Sgt. Verheul instructed me to follow up with our direct supervisor, Sgt. Jim Ball, who was out of the office until the following week. Sgt. Verheul stated that our partnership may need to be broken up because of the dispute Cst. Gorrell and I had.
54. I opted to work the remainder of the shift in my own separate police vehicle, and Sgt. Verheul allowed Cst. Gorrell to continue working as a police officer in our original police vehicle for the remainder of the shift. I had to empty our original police vehicle of my equipment by myself, hoping that Cst. Gorrell would not confront me or endanger me in the parking lot of the police station. For my safety, I avoided Cst. Gorrell on the remainder of 911 calls for the rest of my shift and could not rely on him to back me up on calls for service.
55. On the first day of the following set of shifts I spoke to Sgt. Ball. I told him what had happened, that Cst. Gorrell had disclosed to me that he had "visions of killing his girlfriend" and stated he would start rumors about me of a sexual nature if I told anyone. Sgt. Ball advised me that he would consider sending Cst. Gorrell for psychological testing called fit for duty testing. Sgt. Ball ended my partnership with Cst. Gorrell and I worked without a partner for a period of time. I understand that when an officer is sent for fit for duty testing that they remain off work until cleared. I am unsure if Sgt. Ball or the CPS ordered fit for duty psychological testing be done on Cst. Gorrell. Cst. Gorrell continued to work on the same team as me after my conversation with Sgt. Ball. I am unsure if Sgt. Ball or Sgt. Verheul notified CPS HR about the incidents, or if they notified CPS HR about any potential risks to my safety or reputation.
56. After my partnership with Cst. Gorrell ended, other officers in District 2 told me that they had heard Cst. Gorrell and I were having problems with each other but did not elaborate on the nature of the problems.
57. During one shift, Cst. Young told me that Cst. Gorrell had become violent when he drank alcohol on a number of other occasions.
58. Later in my career, I transferred to District 8 as a front line officer. Sometime between September of 2011 and September of 2012, I was working an evening shift without a partner. A priority 1 domestic related 911 call came in, meaning that all available police officers need to respond immediately. These calls are deemed as one of the most urgent calls a police officer can respond to in the CPS. The police dispatcher aired on police radios that a female had locked herself inside a room to escape a violent male and the dispatcher could hear the boyfriend attempting to kick in the door. This further escalated police response to this call.
59. While I was enroute, the police dispatcher aired that the Duty Sergeant should look at some information that the dispatcher had placed into the call details log (call screen) immediately. This is an uncommon event, and it typically signals that the CPS does not want the media (who are issued CPS police radios to monitor) to become aware of important information about the emergency call.
60. I read the call screen information and learned that the girlfriend told the 911 dispatcher that the boyfriend was a serving CPS officer. I looked at the name of the CPS officer; it was Cst. Gorrell.
61. No cautionary information on the call screen indicated that Cst. Gorrell had a history of complaints about becoming violent toward other CPS police officers while under the influence of alcohol off-duty, that he had a history of domestic issues, that he had previously stated he had visions of killing his girlfriend years earlier, nor any information about any psychological concerns. If a member of the public had previously been violent with police or had a history of domestic incidents, this information would be attached to their name on CPIC and aired over police radios for any officer dealing with a potentially dangerous subject.
62. My fellow officers responding to the call were not aware that they could potentially be responding to a call where a serving, fellow officer with a history of violence toward other officers and who was under the influence of alcohol was the subject. Because this information was intentionally not aired by both the dispatcher and Duty Sergeant, I would have been disciplined had I aired cautionary information to responding officers myself. I am unsure if Cst. Gorrell was in possession of his service firearm at home during this call, or if anyone checked his work locker.
63. From my understanding, this type of incident could be grounds for termination for any police officer, and as such, would be a high stakes event for Cst. Gorrell. My presence at this call could further aggravate Cst. Gorrell and potentially endanger the safety of his girlfriend, other officers, and members of the public. I contacted the Duty

Sergeant and stood down from the call, leaving my fellow officers with less backup. Had I continued to respond to the call, I would have been first officer at the scene based on my geographical location in comparison to other responding units.

64. Information was later placed onto the call screen by the dispatcher indicating that Cst. Gorrell had allegedly been drinking heavily, trashed the interior of his house, fled the scene, and was possibly driving impaired in his personal vehicle. From my understanding, Cst. Gorrell surrendered to the CPS the following day. I made notes about this call in my police notebook, which I mandatorily placed into CPS storage, and is no longer accessible to me.
65. Never in my wildest dreams could I imagine that one day I would become a police officer and be in a situation where I had to choose to delay helping a victim of a violent domestic 911 call in order to avoid arresting my former partner; one who I had reported years earlier for having visions of killing his girlfriend.
66. Never in my wildest dreams could I imagine that as a police officer, I would be in a situation where reporting danger to my police employer could result in consequences to my career and reputation.
67. I understand that at some point after this incident, Cst. Gorrell left the CPS and became a police officer for the Tsuu' Tina Nation Police Service (TNPS). I understand that Cst. Gorrell is also no longer a member of TNPS.

Positive Employment History in District 2

68. During the two year period I worked in District 2, I received ten positive reports from my supervisors, which are referred to internally as "behavioral events". It is my understanding that it is unusual for an officer to receive this many positive behavioral events in a period of two years. Below are excerpts from the behavioral events:
 - a. "...This event is an example of the dedication, teamwork, tenacity, and enthusiasm I have observed Cst. Prodaniuk display on a regular basis. These traits all the more remarkable in consideration of the fact that she is still completing her officer coach phase of training...";
 - b. "...Kim, you continue to impress with your abilities above and beyond your time with the Service, outstanding work!!";
 - c. "...As an experienced officer who this district depends on for many reasons...";
 - d. "...Kim is known to exhibit a maturity and sense of prudent judgment that served her well in this incident and will continue to do so in her successful career. This officer's typical take charge persona is complimented by the ability to not only take care of herself but her partners...";
 - e. "...This example is indicative of the commitment exhibited by this officer having a significant impact on the safety and success of this district. This management team formally commends Kim for her diligence...";
 - f. "...Cst Prodaniuk is a steady worker who displays her ability for good observation skills and sound decisions...";
 - g. "...[Kim's] decision making abilities in this instance ensured the safety of all police members and the two suspects as well. Additionally, a driver likely high on meth will no longer be able to endanger the public.";
 - h. "...Cst. Prodaniuk provided generous and timely help to investigators without consideration of personal reward...";
 - i. "...Kim, thanks a lot for your continued commitment and assisting all members within the District: This is a great example of your Teamwork and Commitment.";
 - j. "...Without the dedication and support of members like Constable Kim Prodaniuk, the Public Safety Unit would not be able to provide this much needed realistic training to its members...";
 - k. "...Kim, thanks for your commitment and continued support throughout [sic] the Calgary Police Service.";
 - l. "...She was able to correlate copious amounts of data from several bank institution victims and merchants...";

- m. "...Kim is a shining example of what hard work and dedication can do to help achieve one's goals in life...";
- n. "...Kim is an excellent role model and representative of the Calgary Police Service and I just want to thank you again for allowing her to energize my students...";
- o. "...You have displayed that not only are you enthusiastic and dedicated to Police work but you are also a great Ambassador for The Calgary Police Service. It's a positive attitude like this that will encourage these students to apply for a Police agency...";
- p. "...Public speaking can be terrifying to most people. You've obviously found a niche. Keep it up and great job!!";
- q. "...Kim, you are a positive role model...";
- r. "...Each officer was chosen to instruct based on their [sic] past interest in training and their proven above average officer safety skills. Cst Kim Prodaniuk is a very important part of the instructor cadre. Her background in corrections provided her an excellent operational knowledge of the subject matter being presented. Kim's ability to relate the physical skills being taught to real world applications insured the student officers completed the training with a full understanding of the skill sets required. Kim consistently worked with less physically confident officers to insure [sic] they could properly demonstrate and perform the skills required...";
- s. "...The teamwork and dedication you displayed in improving your coworkers officer safety skills was truly noteworthy...";
- t. "...Kim, your commitment, dedication and enthusiastic attitude displayed on this course does not go un-noticed, keep up the great work. You are a role model for others to follow!!";
- u. "...[Kim] aggressively attacked her task of obtaining information on the offenders' movements from the cab companies utilized by the offenders. She quickly established a rapport with [other professionals who were members of the public] ...";
- v. "...she provided comprehensive notes, statements and submitted all exhibits in a timely manner. Her attention to detail will assist the Crown in establishing the timeline of the offence...";
- w. "... [Kim has] excellent investigative initiative...".

Attached hereto and Marked as **Exhibit "A"** are true copies of the behavioral events referenced at paragraph 67, above.

District 2 Operations Team

- 69. Between March 21, 2010 and December 5, 2010, I worked as a plain clothes officer on "2 District Special Duties Team" (2SDT). The primary function of this team was to investigate district priorities, which often included investigations into drug houses and prolific offenders. My responsibilities in this role included running and assisting investigations, conducting surveillance, and doing short duration undercover work.
- 70. The 2SDT team was made up of all younger male officers ranging in age from approximately 27 – 29 years of age, and all of whom had between two to five years of experience as police officers. I was the only female officer on this team. We had a daily routine of attending the daily 8:30 am 'city wide conference call' with the District 2 management team each morning, and then would return back to our office. Sgt. Gord Renke, the supervising officer to 2SDT, had a separate office from ours, and we were supposed to call him if we needed anything as he was rarely ever in his office. It seemed like as soon as the 8:30 am 'city wide conference call' was over, Sgt. Renke would disappear for the rest of the day from the office.

Incident at Marijuana Grow Operation

- 71. Sometime between March 21, 2010 and December 31, 2010, the 2SDT Team was involved in a targeted operation at a residence which housed a marijuana grow operation. The exact date of the incident described during this operation is documented in my police notebook which I am unable to access as I mandatorily turned it into the records unit for storage. All members of 2SDT, Sgt. Renke, and I, along with a combined team of health inspectors, bylaw officers,

and sheriffs were present for a formal entry into the house. Upon discovery of the grow operation, the residence was deemed unfit for human habitation. The then-operational Green Team was called to dismantle the marijuana grow operation.

72. As the Green Team completed their duties, I was working on completing the responsibilities of the 2SDT Team when I suddenly realized that I was the only officer left at the residence. I was very alarmed to realize that I had been abandoned by my team with no backup and no vehicle, especially given that the owners or residents of the property had not been notified and could return to the residence at any moment.
73. I called Sgt. Renke immediately and asked what happened. He said the team went out for lunch and would return to pick me up after they finished eating lunch. I felt exposed and like I was left in a dangerous situation. I called the District 2 Sergeant, Sgt. Darrin Synnott, and asked him to come pick me up at the house to drive me back to the police station.

Vice Sting

74. During my time in 2SDT, I was temporarily seconded to the CPS Vice Unit for a prostitution sting. At that time, I had not yet been trained as an undercover operator on the ISTAT course. This meant that I was not qualified to operate in an undercover role posing as a sex trade worker, and instead took on other roles during the sting.
75. It was my understanding that the CPS Vice Unit would blacklist any officer caught making sexual comments about female officers doing prostitution sting work. I understood that if a female officer heard sexual comments or rumors stemming from a prostitution sting, the officer should immediately report this to Det. Mark Schwartz or Det. Paul Rubner, who were the detectives in charge of the CPS Vice Unit.
76. During one shift, my role was to accompany Det. Rubner inside a vehicle. At this time, I was not working as an undercover sex trade worker. I was working in a safety related position in a plain clothes capacity. For the majority of the shift, Det. Rubner and I were in the presence of other police officers. At various times throughout the shift I was alone with Det. Rubner.
77. While I was alone with Det. Rubner, we were having a casual conversation when, seemingly out of nowhere, Det. Rubner abruptly told me to tell him about the best blowjob I'd ever given, while looking directly at me. I was shocked and immediately avoided eye contact with him.
78. I replied that I did not think the question was appropriate. It became very awkward and quiet after that. Given our role and location, there was no option to leave the vehicle as it would compromise the prostitution sting and the safety of undercover officers.
79. I was fearful of the repercussions of not answering Det. Rubner's question. Det. Rubner was a supervisor of the CPS Vice Unit, which was a prestigious unit that I had great interest in doing undercover work for one day. I was concerned that I'd end up on the informal black list kept by the CPS Vice Unit. My response to Det. Rubner's sexual harassment could be manipulated into being too prudish to do undercover work without the appropriate context.
80. Because Det. Rubner was a supervisor with established credibility in undercover prostitution stings while I was a new addition to the team, I knew Det. Rubner's word would matter more than mine. I also knew that any sexual harassment stemming from vice stings would normally be reported to Det. Rubner himself or his close counterpart.
81. At the conclusion of the prostitution sting, I felt I either had to give up on my goal of becoming involved in undercover work in the CPS Vice Unit, or avoid contact with Det. Rubner in the future, assuming I had not already been blacklisted from working on future prostitution stings.
82. When the prostitution sting was over and I was back to work doing my regular duties on 2SDT, I worked up the courage to talk to my supervisor, Sgt. Renke, about what Det. Rubner had asked me. Sgt. Renke replied stating that Det. Rubner had a reputation of being "a creep". To my knowledge, Sgt. Renke did not follow up on this, nor did Sgt. Renke raise the issue with me again.

Harassment by Cst. Thistle

83. At various times throughout my time in 2SDT, Cst. Derek Thistle would call me over to his computer to look at women in provocative clothing. He asked me what I thought of their bodies regularly, and almost daily, even though I refused

to provide any comment nor acknowledge him. It almost became a joke as if he was pestering me and some kind of performance.

84. In an attempt to stop Cst. Thistle's behavior, I started calling him a "creep" each time he made an inappropriate comment. This was not successful.
85. On one occasion, Cst. Thistle searched for information about another male police officer's girlfriend online to show the team because he had heard she was in Playboy.
86. Cst. Thistle stated that he was participating in internet dating. He often called male teammates over to his desk to look at photos on his cell phone, and asked for their opinions on whether or not the women were 'hot'. Cst. Thistle would come to work and make sexual and derogatory comments about his dates from the night earlier, talking openly about whether the sex was good.
87. At one point, Cst. Thistle began asking to see photographs of my sister, who had just participated in a fitness competition. I refused and told him to stop asking. He did not listen to me, and continued to ask to see photos of my sister on a daily basis.
88. One day, Cst. Thistle unexpectedly asked what my maiden name was. I refused to tell him because his tone of voice suggested to me that he was up to something. The male members of the team started laughing and I quickly realized he was attempting an internet search to find pictures of my sister using my maiden name. He continued to ask me questions that related to my maiden name in different and obvious ways for a week or so after, which would also draw laughs from male team members.
89. Cst. Thistle's behavior made my skin crawl. It created a sexualized work environment where my male teammates behaved like locker room buddies. I tried to tolerate it for as long as I could until it became too frequent and vulgar. His sexualized comments became increasingly more vulgar and weren't even drawing any shock from the males on my team anymore; it was just "Thistle being Thistle".
90. On one occasion, Cst. Thistle brought a woman he met off a dating website to our office for a tour. The office is an area that was restricted from the public, as confidential and sensitive information was visible. This information included intelligence with respect to active operations, photographs of the targeted person, names, addresses, other personal information of targets and associates our team was investigating and surveilling. The woman from the dating website sat in a chair in our office, and observed this sensitive information.
91. In police surveillance, a member of the public approaching a surveillance vehicle is a potential high risk circumstance. During a night shift, my teammates and I were conducting surveillance at a well-known drug house. Cst. Thistle had a critical position in the surveillance. He went on the police radio and stated that we should not worry about an individual approaching his surveillance vehicle, as it was one of his girlfriend's bringing him a coffee. Cst. Thistle's actions had the potential to compromise the safety of our entire team, and of any other officers involved in surveillance of the location. I believe Cst. Thistle's behavior was a breach of the oath of a police officer.
92. At a District 2 Christmas party, while I was standing in line at the bar with my friend and fellow female officer Cst. Samantha Spiller, Cst. Thistle came up close behind me and put his face close to my ear to scare me. Cst. Thistle repeatedly said how good Cst. Spiller and I looked, that he had a "crush" on both of us. Further, he implied that we should have a threesome together.
93. On one occasion, Cst. Thistle was present during an arrest I made on a 15 year old girl near Earnest Manning High School, who had consumed drugs and was in possession of marijuana. While I was searching the girl post arrest, Cst. Thistle stood directly in front of us and watched, and looked us up and down in an exaggerated and provocative manner. When we returned to the office, Cst. Thistle told me that the 15 year old girl had "*nice tits*".
94. On or around May 6, 2010, I approached Cst. Thistle about his inappropriate behavior, and requested that he refrain from the conduct discussed previously. In response, Cst. Thistle stated that I was in a room full of "*guys who like girls*". He also stated that freedom of speech means he could say anything he wanted to.
95. At the time of the incident, Sgt. Renke was not in the office. I spoke to Det. Kangaroo and Det. Arcega privately in 2 District General Investigations Unit (2GIU) and told them what had happened to that point. They suggested I document it and bring it up to Sgt. Renke or higher, and that his conduct should stop. They identified it as problematic behavior relating to "*respect in the workplace*". They suggested I speak to Cst. Murdoch who had also experienced sexual harassment from Cst. Thistle.

96. I eventually learned that Det. Kangaroo and Det. Arcega had disclosed what I told them to their entire team. I was mortified as I had thought this information would be kept confidential. To this day, I cannot understand why it was necessary or appropriate to share the information I provided regarding instances of sexual harassment.
97. Det. Kangaroo and Det. Arcega told me to document all that was occurring. They suggested I complain to Sgt. Renke or a higher rank, which is an odd thing to suggest, as it breaks the chain of command. I was incredibly concerned about the damage that could be done to my career and reputation.
98. Det. Kangaroo followed up with me a short time later to see if I had reported the incident formally to Sgt. Renke. Det. Kangaroo advised me that Sgt. Renke had worked in 2GIU with himself and Det. Arcega prior to becoming the 2SDT Sergeant. Det. Kangaroo stated that he and others from 2GIU had spoken to the District 2 management team about Sgt. Renke when he expressed interest in becoming the 2SDT Sergeant because they were concerned. Det. Kangaroo told me that Sgt. Renke's nickname in 2GIU was "2:40 Gordie" because he would leave work early every day at 2:40 pm, hours before his shift ended. Det. Kangaroo also told me that Sgt. Renke had continued to run treacherous informants despite receiving orders to end the informant relationship, which also concerned detectives in 2GIU.
99. Det. Kangaroo advised that he and other 2GIU detectives had met in private to voice their concerns to the District 2 management team as soon as Sgt. Renke proposed moving 2SDT away from 2GIU to a secluded part of the building. Det. Kangaroo said that the District 2 management team were aware that Sgt. Renke had been leaving work early and was running a demolition side business outside of the CPS.
100. Det. Kangaroo stated that he and other 2GIU detectives told District 2 management team that they were concerned that a move to the secluded part of the building would make it even easier for Sgt. Renke to disappear from work, and that 2SDT, a team of junior constables with little training, would be inadequately supervised. Det. Kangaroo said that despite their complaints in 2GIU, that District 2 management allowed Sgt. Renke to supervise our team and in a secluded area.
101. I later told Sgt. Renke that I needed to speak to him privately regarding an incident. He and I drove in a covert police vehicle and I attempted to tell him about what had been happening with Cst. Thistle. During this conversation, it appeared that Sgt. Renke wasn't really listening. Sgt. Renke ended up driving to a construction site where he greeted a construction worker building a house. He introduced me to the construction worker and told me that he did demolition work as a side job to working at the CPS. Sgt. Renke answered his cell phone throughout our conversation, and had to ask me where we left off a number of times. He apologized and said he had to pick up his kid from school and that he would talk to Cst. Thistle about what I'd said. We drove back to the office.
102. On or around May 17, 2010, our team went out for dinner. While I was paying for my meal, Cst. Thistle came over and asked me if I had noticed he was "*less perverted*" that week. I responded that I had noticed that Cst. Thistle toned down the inappropriate comments. Cst. Thistle stated that other member of the team made similar comments, but wouldn't say who. The exchange was uncomfortable.
103. Later in the week, I went to Sgt. Renke's office for a matter unrelated to Cst. Thistle. As soon as I entered his office, Sgt. Renke said "this isn't about drama, is it?". I felt that this was an inappropriate reaction to an officer who had previously reported instances of sexual harassment. From my perspective Sgt. Renke and Cst. Thistle had turned a clear matter of sexual harassment into a purported personality conflict, which it wasn't.
104. As a result, I spoke with Det. Shawn Kangaroo about Sgt. Renke's comment regarding my reports of sexual harassment. Det. Kangaroo advised to approach Sgt. Renke's supervisor, who was a new Staff Sergeant of 2GIU, Staff Sergeant Harv Davies. I was concerned that if I did so, I would permanently ruin my relationship with Sgt. Renke, while still having to work under his supervision. I thought my work environment would become even more difficult if Sgt. Renke and Cst. Thistle weren't removed from the unit. I told Det. Kangaroo this was not an option. Det. Kangaroo told me that I should proceed with a meeting in a boardroom at District 2 to demonstrate to Sgt. Renke that I was serious about my allegations.
105. While all of this was ongoing, I attempted to find resources on the CPS intranet (internal internet) about reporting sexual harassment. I couldn't locate anything or any resources.
106. I decided I would follow Det. Kangaroo's advice, and meet with Sgt. Renke. On or around May 26, 2010, I spoke with Sgt. Renke in the District 2 boardroom. I told Sgt. Renke I was serious and that the issues were not merely "drama". I told Sgt. Renke about each incident in detail. Sgt. Renke's demeanor seemed defensive. He said he would speak to Staff Sgt. Dean La Grange about what had happened and would follow up with me.

107. On or around May 27, 2010, Sgt. Renke and I met again in the District 2 boardroom. He told me that Staff Sgt. La Grange was unwilling to remove Cst. Thistle from 2SDT and that he would remain on the team, but that Cst. Thistle would be spoken to. I knew that if I filed a formal sexual harassment complaint, I would be forced to continue working on the same team with an officer I had filed a formal complaint against. The situation felt absolutely hopeless.
108. On or around May 28, 2010, Sgt. Renke told the team we should go out for a drink after work. I went outside into the parking lot of District 2 to privately call Sgt. Renke on his cell phone, as I did not feel comfortable going for beer with Cst. Thistle if my concerns hadn't been addressed. I did not feel safe around him, especially drinking alcohol. Sgt. Renke answered my call and told me he would meet me in the office.
109. When I arrived at Sgt. Renke's office, two of my male team members were in his office. I was not comfortable discussing my concerns in front of other team members. Instead, I made up an excuse not to attend drinks, and said my husband had just returned from working out of town. Sgt. Renke responded by saying "*you'll have to bury the hatchet sooner or later, eh*". I was angry. In front of two team members who had witnessed Cst. Thistle's behaviour, Sgt. Renke had again reduced sexual harassment to a conflict between co-workers. I told Sgt. Renke that I had not instigated anything nor was I keeping it going, and if he would like we could discuss it further privately. He responded in a dismissive tone and told me not to worry about it, and to have a good weekend.
110. I left the office and called Sgt. Renke from the parking lot to make it clear that my lack of attendance at drinks was not an example of "*not burying the hatchet*", and reminded him that only 2 days ago I was in the boardroom discussing the sexual harassment conducted by Cst. Thistle.
111. I then contacted Cst. Pierre Poitras, a CPS Peer Support officer, and explained what happened. Cst. Poitras called and advised me he contacted CPS Human Resources and notified them of the incident. I was surprised to hear this, as Cst. Poitras took this step without my consent, and he didn't tell me he was going to report to CPS Human Resources. I felt as though things were spinning out of control. I was scared, because as I said above there are ramifications and reprisals for making complaints.
112. When I returned to work, I noticed that the entire team was treating me differently. The team spoke to me in a formal tone, and no longer interacted with me like they did with one another. It was very clear to me that I was an outsider. Cst. Thistle acted as if I didn't exist, and would not look at me nor speak to me unless absolutely necessary. Things became so tense that I felt alienated, and as though I had to keep to myself in my office. I became withdrawn.
113. Sometime in December of 2010, the team told me they wanted to speak with me privately. In this conversation, Cst. Nathan Ford spoke on behalf of the team and stated that I was at the center of conflict within the team. I do not understand why I was treated like the offender, not Cst. Thistle. Following this conversation, I became very upset, quit the team, and requested a transfer out of District 2. I felt as though I had no other choice.
114. I was transferred to District 8 on January 16, 2011, and was "demoted" to a uniformed position on the street. Though it is not a demotion in rank or pay, it is considered a demotion in practice because you need experience in undercover, surveillance and investigative units in order to get into a specialty unit, which plays a large part in being able to become a Detective.

Public Safety Unit ("PSU")

115. The PSU is a specialty unit within the CPS made up of a number of teams that work together to respond to public disturbances. In plain language, the PSU can be described as a riot team. I believe there are approximately 150 officers in PSU. PSU is not considered an undercover, surveillance and investigative unit, and employment in the PSU would not assist with promotion to Detective.
116. There are a number of different teams within the PSU. Some PSU teams include:
- a. Crowd Management Team ("CMT") is a front-line uniformed riot squad;
 - b. Special Munitions Team ("SMT") are front-line uniformed officers who deploy special munitions and are intermixed with CMT on front lines;
 - c. Mountain Bike Team ("MBT") are front-line uniformed officers who are first to respond on mountain bikes.
117. In the PSU I was a CMT officer. PSU operates semi-independently from regular duty police members. The PSU has its own internal rank structure and command hierarchy. When a police officer is deployed as a member of PSU, they carry whatever rank is assigned to them in PSU and are to only follow the chain of command inside PSU. The PSU command hierarchy, associated ranks and functions that specifically relate to my position as a CMT officer are as follows:

- a. Commander: Holds the rank of Inspector, is at the top of the PSU command hierarchy, and is in charge of all of the teams in PSU. Sgt. Joel Deans was the Commander of PSU in all PSU related events in this Affidavit. There is only one PSU Commander;
- b. Platoon Commander: Holds the rank of Staff Sergeant, oversees all CMT squads. There is only one Platoon Commander in CMT;
- c. Squad Sergeant: Holds the rank of Sergeant, is in charge of one CMT squad, and is operational and front-line. There are multiple Squad Sergeants in CMT because there are multiple CMT squads;
- d. CMT Officer: Holds the rank of Constable, is a member of a CMT squad, is operational and front-line.

118. In the spring of 2009, I applied for a part-time position in the PSU as a CMT officer. I was successful in the competition and accepted a part-time position as a CMT officer in PSU. I believe there were less than ten female officers on this team out of 150 personnel. All new members of CMT had to qualify in CMT basic training in Calgary then demonstrate proficiency by participating in training at CFB Penhold.

119. In CMT basic training, I was permitted to use my own personal vehicle to travel to and from training at CFB Penhold, and I returned home after training was over each day. After I successfully completed CMT basic training, myself and all new members were instructed by Sgt. Deans to attend CFB Penhold in September 2009 for annual PSU training. All new members and I received instructions verbally and on a document that included:

- a. Direction to select one of two different dates for training and report the selection back to PSU to assign a training date;
- b. We became off-duty after training concluded each day and were not receiving any additional pay;
- c. CMT training replaced our regular duties during the week we were in Penhold. If we had any issues with our supervisors not allowing us to attend training due to manpower or other issues, we were to report this to Sgt. Deans who would resolve any issues on our behalf as annual training was mandatory and had been pre-authorized by the CPS;
- d. We were not on-call and were not performing police work after training;
- e. A time and location to attend to leave our personal vehicles and meet in a group to prepare for travel to CFB Penhold;
- f. We would be transported in marked and unmarked CPS vans from Calgary to CFB Penhold;
- g. Accommodations were at the CFB Penhold barracks for the duration of training;
- h. Meals would be served to us at an officer's mess hall at CFB Penhold;
- i. Only designated officers had access to police vehicles at site;
- j. After training was complete, we would be transported back to Calgary; and
- k. We should contact Sgt. Deans with any issues prior to training.

120. I was not interested in staying overnight at CFB Penhold, as I had heard that heavy drinking and partying occurred after training concluded. I was not comfortable in this environment. I had no problem with people drinking and partying, I just didn't want to participate. I spoke to Sgt. Deans and asked if I could be excused from having to stay overnight at the barracks. I offered to travel using my personal vehicle if no CPS vehicles were available, and I stated I would not submit any mileage claims. I told him that I wanted to make sure I showed up healthy and rested so that I performed well, and that I did not enjoy drinking or partying. Sgt. Deans said it was not a good idea because the CPS don't usually permit anyone to return to Calgary during CMT training. He cautioned me that it may have repercussions for me if I pressed the issue. As a result, I felt as though I had no choice but to stay overnight at CFB Penhold.

121. Upon arrival at CFB Penhold, a male CPS officer showed me where the CPS barracks were, and where the women's floor was. During the evenings after training, I couldn't find the other female officers and I didn't have many interactions with them during the day or evening. I knew only a few male officers who were co-workers and was able to tag along with them for dinner at the mess hall each night. After dinner, we returned to the CPS barracks.

122. In the evenings, officers would socialize in the hallway of the male floor of the CPS barracks. Male officers would stand outside their bedrooms and dormitories and would socialize and drink alcohol in the hallway. My co-workers invited me to hang out on the male floor with the group.

123. Staying in my room after dinner while everyone else was socializing would cause alienation and cultural repercussions. I also knew that I stood out as one of the few female officers in CMT at CFB Penhold, and that it would be noticed if I did not socialize. I submitted to this impossible situation and awkwardly congregated with other

CMT officers in the dark hallway of the male floor. I didn't have any other choice if I wanted to avoid cultural discipline and career repercussions. I stayed for as little time as I felt was sufficient, and then went to bed.

124. Officers told me stories about a Wednesday night outing to a bar that included wet t-shirt contests, and stated that "badge bunnies" would be present at the bar. I understand the term "badge bunnies" to mean female members of the public who want to have sex with male police officers because of their status as a police officer.

125. On Wednesday evening, as I was saying goodnight to the group, a coworker asked if I was coming to the bar. I declined the invitation and said I was tired and had enough for the night. Despite repeating numerous times that I did not want to attend at the bar, a male officer grabbed me from behind as I was trying to walk away and told the other male officers to pick me up off the ground. I believe it was Cst. Darren Smith and Cst. Peter Svinth-Lassen who grabbed me. I told them to put me down, but they would not let me go. Someone picked me up underneath my arms and put me into a restraint. Someone else tried to pick both of my feet up off the floor, and I started kicking violently to keep them away from me.

126. I thrashed around and was fearful and desperate to get free. I initially thought this might be some kind of prank or hazing incident. I flipped back and forth between fear, anger, and disbelief throughout the entire physical fight inside the barracks.

127. The van eventually pulled up to the Billy Bob's bar in Red Deer. When the other officers exited the van, I acted as if I was getting out of the van to go to the bar with them. As soon as they were out, I immediately tried to get back into the van and lock the doors, but the officers grabbed me and escorted me toward the bar. As I was being escorted, I saw that the van had not yet driven away.

128. At the point they got near the front doors to Billy Bob's and started looking in their wallets for identification to give the bouncers, I quickly left and ran back to the van and no one tried to stop me. When I got inside the van, I saw two extremely intoxicated males in the back of the van who were very quiet and appeared to be falling asleep while they were sitting up. I asked them who they were, and they said they were Edmonton Police Service (EPS) members. The driver, who I believe to be Cst. Pete Tasker, was gone. The driver's seat was empty, and there were no keys in the ignition. If there were keys in the ignition, I would have driven the van away myself to get out of there.

129. I waited inside the van for several minutes and Cst. Tasker returned to the driver's seat. When Cst. Tasker saw me, he joked that I was able to get away. He told me he had gone into the bar to pick up police officers who wanted to go back to the barracks. He was operating the unmarked CPS van like a shuttle between the barracks and the bar.

130. I knew that I could not express my anger at the situation, as there would be cultural repercussions. When passing by larger groups of officers who noticed I made it back to the barracks, I announced I had won the battle in a jovial tone. I made it back to my room and contemplated what I should do next. Calling the police was not an option because we were the police. I don't believe a taxi would drive me from Red Deer to Calgary if I tried to get one to come to the barracks. The senior officer's barracks were in a separate building and I didn't know where that was if I wanted to ask permission to go home.

131. It was clear to me that the CPS not only condoned this behavior, but culturally, it was normal and acceptable. The sober police officer who was a 'designated driver' and had control of the CPS van witnessed me fighting while being carried to the van and knew that I was prevented from escaping when I tried. Making a complaint was pointless and would likely result in cultural and career suicide. If I wanted to be a member of the CMT team, I had no other option than to get through it and finish CMT training.

132. I believe that if this situation happened at any other workplace, a police officer investigating this incident would criminally charge individuals involved with kidnapping, forcible confinement, and sexual assault.

Vice Unit – Identify Sex Trade at the Street Level (ISTAT) Course

133. The CPS used to utilize a course called 'Identify Sex Trade at the Street' (ISTAT) to train undercover officers who would be deployed in prostitution stings for the purpose of investigating criminal offences related to the sex trade. Between approximately June 7 and June 11, 2010, I took the ISTAT course along with approximately 25 to 30 other student officers.

134. Passing ISTAT was a pre-requisite to work in an undercover capacity on prostitution stings. From my understanding, ISTAT was a course exclusive to the CPS that held significant value to an officer's career. It was amongst a small group of courses that were either pre-requisite courses or enabled officers to gain pre-requisite undercover

experience for investigative, surveillance, or undercover based specialty units. After working in a specialty unit for 3-5 years on average, officers were often promoted to detective or sergeant.

135. The first day of the ISTAT course started in the theatre of a building. In the ISTAT course, the class of student officers were broken into groups of approximately five student officers called 'syndicates'. There were approximately 5 – 10 officers who were experienced in undercover work called 'syndicate leaders' that would lead syndicates through various pre-arranged scenarios throughout Calgary and assign missions to each student officer. Syndicate leaders would evaluate each student officer's performance and ability to do undercover work. In order to pass ISTAT, student officers could not fail more than one scenario. Feedback about the student officer's performance would occur in a debrief at the end of a scenario and in the presence of other student officers in the syndicate. A student officer would not know if they passed each scenario until the end of the course.

136. The ISTAT course was run by Det. Mark Schwartz who was in charge of the CPS Vice Unit. Det. Schwartz also held a second role as a syndicate leader. Det. Schwartz and Det. Reagan Hossack were assigned as my syndicate leaders. The classroom informational portion of the course was short. The remainder of the course were testing scenarios which were conducted at various public locations around Calgary.

Frozen Peas Scenario

137. Our first scenario as a class happened inside the theatre. Each student officer was instructed to pick a piece of paper from a hat and each piece of paper had a different topic written on it. All topics were sexually graphic. We were instructed to come up with a story about an experience we had doing the topic, which we would perform in front of the class. Syndicate leaders would stop student officers mid-sentence when they thought the story became believable. Student officers sat in the stands of the auditorium and after each student officer finished their topic on stage, the audience would erupt into private discussions, mostly judging the student officer's abilities. Syndicate leaders sat in the back row of the audience and seemed to joke amongst each other after each student officer finished, sometimes recapping the best lines of each story for the class.

138. My topic was why I like to use frozen peas on my girlfriend. This meant I had to stand in front of my mostly male co-workers and pretend to be a lesbian, while talking about using frozen peas to perform cunnilingus on another female. The 'frozen peas scenario' did not train me for undercover work, nor did it test my abilities in any realistic conditions. It did not 'loosen me up' or change my mindset from a police officer to a sex trade worker. It put me into a mental state of shock.

Carousel Scenario

139. The Carousel Scenario took place at Chinook Mall in Calgary. I was instructed by Sgt. Schwartz and Det. Hossack to fake an orgasm while riding a horse on the children's carousel ride in the food court. This was during normal mall business hours, with many members of the public present. I initially thought this must be some kind of a test to see where I would draw the line, especially given that children were present in the food court.

140. While I was standing in line, a young boy who appeared to be approximately five years old and his father stood behind me. Det. Schwartz and Det. Hossack were sitting watching me. I was incredibly concerned and kept looking for a sign to abandon the scenario given that a child was right next to me. I was looking for a hand signal to this effect from either Det. Schwartz or Det. Hossack, but it never came.

141. I talked my way onto the carousel for free and attempted to choose a horse that was the furthest away from the young child. However, the child ended up choosing a horse within eyesight of me. I made hard eye contact with Sgt. Schwartz and Det. Hossack, desperately hoping that they would tell me to abort the mission of the scenario, but they didn't. I was in absolute shock that they actually wanted me to do it.

142. At this point, I could either fail the scenario which would potentially end my ability to do undercover work in the CPS or follow through with faking an orgasm in the food court. What the CPS was asking me to do crossed my moral and ethical boundaries. I therefore decided to do gestures that made it look like I was orgasming while trying to be audible so the child could not hear. I hoped they would just think I was a bad actor and wouldn't fail me outright. No other officer in my syndicate had to do this scenario, and I am not aware of any other officer on the course having to do it.

143. I received negative feedback about my performance from both Det. Schwartz and Det. Hossack who stated that although I met the objective of my scenario, I did so barely and performed poorly in faking an orgasm on the carousel. They said I was going to start having to do better in future scenarios.

144. I felt so strongly about what had just happened that despite my fears, I told Det. Schwartz and Det. Hossack I drew a line faking an orgasm in front of the children present on the ride and in the food court. This resulted in a strong reaction from both Sgt. Schwartz and Det. Hossack who both snapped their heads toward me as if they were shocked by what I was saying. Det. Hossack told me that the child wouldn't have known what I was doing and for that reason I should have done it, and that I should have followed the direction I was given. Det. Schwartz was agitated and said that ISTAT students have to take the course seriously.

Phone Sex Scenario

145. In another scenario, a female officer and I were taken to the Starbucks in Marda Loop. We were told that the syndicate leaders had pre-arranged a job interview for us as phone sex operators, and that an interview would be occurring inside the Starbucks.

146. We were each instructed to call a phone number before the interview and to leave a one or two minute message until the time ran out on the voicemail, depicting a sexually graphic encounter that would legitimize us before our interviewer arrived. I left a message at the phone number, thinking it would be anonymous because I didn't identify myself and my work cell phone number was blocked.

147. A short time after the other female officer and I were done leaving the voicemail messages, we stood outside to wait for the interviewer to arrive. I saw Sgt. Schwartz using his cell phone with another syndicate leader. I could hear our voicemails playing in speaker phone mode.

148. I went into the phone sex operator interview wondering if it was legitimate, or if it was possibly an undercover police officer posing as a phone sex operator for the scenario. The interviewer began asking us sexually explicit questions inside the coffee shop. There were other customers present, some standing near our table waiting for their coffees at the barista's bar.

The "When Harry Met Sally" Scenario

149. At a Boston Pizza restaurant, another female officer and I were advised that we would be completing a scenario in the restaurant. Our scenario was to perform the dessert scene from the movie "When Harry Met Sally", which meant we had to fake an orgasm while eating dessert. We were directed to get our own table away from other students and from Sgt. Schwartz and Det. Hossack. I knew that if I did not pass this scenario, I would likely be removed from the course.

150. A large table of approximately ten or fifteen men and women were sitting next to us in the restaurant. The restaurant was crowded. My female officer partner received the cue for us to order dessert. My female partner made a huge scene as she loudly faked an orgasm. I stood up and quietly motioned as if I were also. People at the table beside us glared at us as we were getting up to leave, and the women around us appeared to be angry and glared at us.

Threesome Scenario

151. At a Safeway grocery store, a female officer and I were given a mission to collect items inside the store that could have a sexual connotation and to approach someone grocery shopping to arrange a sexual encounter between the three of us. I was able to convince a male customer to agree to leave the grocery store to have a threesome with the female officer and I.

All Strolls Scenario

152. On the final day of ISTAT training, our syndicate was instructed to come dressed as a sex trade worker. We were advised we would be operating in an undercover capacity on every prostitution stroll in Calgary and were given a mission of having a conversation that would be sufficient for a criminal charge related to prostitution.

153. Our syndicate was taken to various prostitution strolls throughout the city, each stroll requiring a different appearance to fit norms for the area and requiring a different demeanor to fit social norms of each stroll so that my identity could remain undetected. For example, sex trade workers on the Town & Country Hotel and Bar stroll tend to be generally more unkempt and sometimes have distinctive demeanors and mannerisms because many have substance abuse issues. On the 'C' stroll, which is a downtown stroll, sex trade workers are somewhat better kept in their appearances and are less obvious in their demeanors and mannerisms if they are addicted to drugs.

154. I operated as an undercover sex trade worker on various strolls throughout the city and had conversation with sex trade offenders that were sufficient to result in a criminal charge. I received positive feedback throughout the entire

night. Sgt. Schwartz and Det. Hossack remarked that I was the best dressed for the role of a sex trade worker and most believable on the course that evening in front of my syndicate.

Conclusion on ISTAT Course

155. After the conclusion of the ISTAT Course, Sgt. Stuart told me that the CPS had discontinued the ISTAT course because it was deemed to be less about undercover work and more about the entertainment value for syndicate leaders. I believed I was participating in a course to train me how to perform undercover work to assist in street level sex trade investigations, but in reality it was a one - week long course dedicated to entertaining male CPS officers at the expense of female officer's sexual dignity.
156. In my experiences operating as an undercover sex trade worker on prostitution stings, I have never once come across a situation where I needed to create a scene in public, humiliate myself, fake an orgasm, or virtue test a member of the public to see if they wanted to participate in a sexual activity such as a threesome. None of the scenarios I engaged in had any practical applications to working as an undercover sex trade worker. In fact, they shook my confidence and created a barrier for me to get through personally.
157. I have struggled for years with the after-effects of forced participation in these scenarios, and in particular, the Carousel Scenario. I wasn't able to go to Chinook Centre for years after it happened and have spent time on overcoming the effects of this scenario in therapy. Faking an orgasm in public has never been part of my work as an CPS member, and I don't understand why I was asked to do this twice in the ISTAT course.

My Time at District 8

158. To put an end to the harassment I experienced in District 2, I took a "demotion" (ie. In the sense mentioned earlier) and transferred to a front-line uniformed position in District 8. I worked in District 8 between January 16, 2011 – September 30, 2012. While in District 8, I held the following six positions:
- a. As a full-time uniformed front line constable on Team 8-3 between January 16, 2011 – August 14, 2011;
 - b. As a full-time uniformed front line constable on Team 8-2 between August 14, 2011 – September 4, 2011;
 - c. As a full-time uniformed front line constable on Team 8-3 between September 4, 2011 – September 5, 2011;
 - d. As a full-time plain clothes officer in 8DOT between September 5, 2011 – September 30, 2012;
 - e. As an 'as needed' Lateral Vascular Neck Restraint (LVNR) Instructor with the Skills and Procedures Unit until February 12, 2012;
 - f. As a part-time member of PSU – CMT;
 - g. As an undercover operator in the Vice Unit;
 - h. As a part-time member of a covert unit.
159. Upon my arrival, my new supervisor, Sgt. Brent Stuart stated that he was advised that I was transferring to District 8 because I had conflict with my teammates on 2SDT. This means that prior to even setting foot in District 8, I had a negative reputation as someone who had to transfer districts because of conflict with colleagues, as in CPS it is the victim of sexual harassment who is blamed. This reputation was confirmed by many other officers who admitted they'd heard I had conflict with my team in 2SDT.

Constable Woodward

160. On or around May 6, 2011, I was working on a call that involved a domestic incident and a firearms seizure. Cst. Andrew Woodward was the primary investigator of the call. I offered to assist on the call and Cst. Woodward seemed grateful for my help. This was my first interaction with Cst. Woodward. I received a positive 'behavioral event' that he published into my employee records that were stored on an electronic CPS database called *PEAKS*. from Cst. Woodward, praising the work I did on this call. My Sergeant at the time, Sgt. Brent Stuart, added a comment at the bottom of the document that stated "Kim, thank you again for the hard work and leadership you show to all members in and outside of the district. Your efforts are being recognized by all as an example of how to carry oneself personally and professionally".
161. Cst. Woodward continued to express his gratitude and seemed very positive and complimentary around me. We worked together in a police car during some shifts but worked in different geographical zones and were not permanent partners. In an email sent on August 2, 2011, Cst. Woodward expressed that he felt we worked together effectively, and that he couldn't think of a better partner. He said that he had been a police officer for over 20 years and that I was the best partner he had ever had. He listed a number of my personality traits that he liked, then laid out a plan he came up with for us to become permanent partners. He approached his Sergeant, Sgt. Lisa Schirok, after

he sent the email and requested that we become partners. Attached hereto and marked as **Exhibit "B"** is the email dated is the August 2, 2011 email of Cst. Woodward.

162. I agreed to a temporary partnership with Cst. Woodward. Cst. Woodward sent me an email with a subject line 'SDT Interviews' and referred to me as 'Little Munchin'. Cst. Woodward then wrote down eleven traits he observed in me and felt I should mention during the 8DOT interview. The ninth trait he listed was "good looking (you are but don't tell them that they might think they're ugly)". Attached hereto and marked as **Exhibit "C"** is the email dated August 10, 2011 from Cst. Woodward, with the subject line 'SDT Interviews'.

163. On August 14, 2011, I officially transferred geographical zones to his in District 8 Zone 2 and began working as a partner with Cst. Woodward.

164. I was uncomfortable when I read Cst. Woodward's August 10, 2011 email, but believed that if I broke the partnership with Cst. Woodward four days in, it would be incorrectly perceived as me having another "conflict" in the workplace. If I broke this off, it could have negatively affect my future, and any applications I might make in the future to return to plain clothes investigative work, which was my passion. On this basis, I felt that the best way to avoid any impact on my future was to keep a positive demeanor, don't make a fuss, keep quiet, and to work on creating boundaries with Cst. Woodward.

165. On around August 19, 2011, I learned that I was successful in a competition for a position as a plain clothes officer in 8DOT. Cst. Woodward sent me an email regarding my success in securing this position. Attached hereto and marked as **Exhibit "D"** is a true copy of the August 19, 2011 email from Cst. Woodward.

August 24, 2011 Shift

166. On or around August 24, 2011, I attended a shift with Cst. Woodward. I noticed a change in his demeanor, and he appeared offended by most remarks I made in the sense he was in a bad mood. During this shift, he told me that he and his wife were having marital issues. He stated he thought about separating from her and was in a bad spot with work and his home life. During the shift he began standing very close to me, would brush his hand against my arm and hold items over handed to me causing our hands to touch.

167. At one call on this shift, Cst. Woodward stood so close to my face when he was talking to me that it looked as he was about to kiss me, despite the fact that I had previously asked him to give me some personal space.

168. Additionally, Cst. Woodward kept coming across the report room, would grab my desk chair that was on wheels, and would pull me in close to his desk chair while I was sitting writing out reports. On one call, we attended a lightning strike call and had to take a report at a fire hall. Cst. Woodward kept positioning his body and face close to me as we were standing taking a statement. I kept backing up from him and he would step inward toward me face to face at a distance of only maybe 5 inches.

169. On one call, I was sitting in the passenger seat with my door open. Cst. Woodward came over to the passenger side, stood over me, and leaned his body inside the police vehicle, pinning me across my chest to look at the police computer inside the police vehicle. I had to turn my head away so that my face was not pushed into his body. Cst. Woodward had the ability to go back to the driver's seat, sit down, and look at the police computer.

170. He had previously called me "sexy" while on shift, and I told him not to. When I would concentrate on work activities, like writing notes or doing a report, he seemed to take it personally as if I was trying to discontinue communicating with him during calls.

171. Despite being very concerned, I tried to rationalize Cst. Woodward's behavior as having a bad day. Cst. Woodward was also a new partner to me, his emotional responses were new to me, so I tried to rationalize and excuse his behavior as a person with different emotional reactions than my own and make the best of a bad situations. That said, I was frankly "creeped out" by the whole situation, but because of what happened at District 2 I tolerated it as there was no place to complain to and my career would be ruined.

August 23, 2011 Shift

172. On August 23, 2011, I worked another shift with Cst. Woodward. He appeared upset and had difficulty maneuvering our work vehicle safely. At one point, Cst. Woodward was looking down while he was driving and nearly rear ended another vehicle. I yelled "watch out" and he had to slam on his brakes to avoid rear ending the other car. On another call, Cst. Woodward nearly had a second collision. He was driving and nearly rear-ended a car that had stopped for a

pedestrian crossing the street. To avoid a collision, Cst. Woodward swerved our car and pulled up beside the stopped car in a staggered position. He had driven over the markings on the road diving lanes. I asked Cst. Woodward if he was okay, and he stated that the other driver was over the lane markers. I looked at the other car and it was not over its lane markers.

173. At the end of our shift, Cst. Woodward pulled into a gas station and stopped the vehicle at a pump. I told him we needed to talk. We sat at the pump for 20 minutes. He was in the driver's seat. I told him that I did not appreciate him telling other officers we had met for coffee earlier that we had a domestic conflict, as I was not involved in any domestic conflict with him. Cst. Woodward again brought up marital issues he was having with his wife.
174. Cst. Woodward then asked me if a particular officer had ever told me about him, and then went silent and gestured towards his crotch area. Cst. Woodward started telling me a story about this officer showering in the same area in recruit training and his classmates noticing this part of his body. I stopped him from talking and said that I didn't want to know whatever he was about to say because it was too personal for me. I told Cst. Woodward that I wanted to remain professional and did not want to have personal lives combine into work lives. I said that we were great friends at work. He began crying said we were "like soulmates". I told Cst. Woodward that my husband was my soulmate and would not appreciate me speaking in a sexual manner. Cst. Woodward pulled away from the gas station then pulled over on the side of the road again.
175. Cst. Woodward stated he would "never jeopardize" my marriage, and had thought on a previous occasion that if I ever told Cst. Woodward that I wanted to have a sexual encounter for two days while my husband was away, he would never do it because he respected me and my husband too much. He then started crying again. I told him the thought of a sexual encounter with him had never crossed my mind.
176. I tried to appease him so that I could get back to the police station safely. I said that we were friends, but that I wouldn't be unfaithful to my husband and was not interested in him. After we returned to the police station, Cst. Woodward wanted to know if we could remain partners, and to appease him and keep him from reacting even more emotionally than he already was, I said yes.
177. After we finished our shift, I was fearful that Cst. Woodward could have an impact on my transfer to my new position, so I sent him a text message saying "good talk". I hoped that he would not send me emails over the weekend or while we were off-shift, as he had previously. I also didn't want him to interfere with my transition to 8DOT, and could not defend myself. However the matter continued to stew with me.
178. The following week I saw Cst. Woodward's supervisor, Sgt. Lisa Schirok, in the women's changeroom. I took the opportunity to tell her about various incidents with Cst. Woodward. I became upset, and was shaking and crying. Sgt. Schirok appeared angry and told me that the CPS didn't have enough teeth in their programs to adequately discipline sexual harassment. She stated I could make a formal complaint about it if I wanted to, but that I would be likely unsatisfied with the outcome. I told Sgt. Schirok that I wanted to end the partnership immediately, and she agreed. She suggested that I approach Cst. Woodward about this behavior. I do not believe that she reported this incident to HR.
179. I told Sgt. Stuart that I had spoken to Sgt. Schirok about incidents that occurred with Cst. Woodward, and that I had been advised to discuss these incidents with Cst. Woodward directly. Sgt. Stuart allowed me to use his office. I sat behind his desk, Cst. Woodward sat in a chair, and I confronted Cst. Woodward about his behavior and asked him to stay away from me. Afterward, Sgt. Stuart began making jokes that I was feisty and that people should watch out for me. To my knowledge, nothing happened after that.
180. At this juncture, I was transferring to the undercover, surveillance and plainclothes investigative unit at called the District 8 Police Station Operations Team (8DOT).

August 14, 2012 Incident

181. On August 14, 2012, Sgt. Derek Lotzer, supervisor of 8DOT, assigned me the role of Street Boss for all surveillance operations that occurred on 8DOT during for that date. To clarify, this means that I participated in and managed active surveillances, and I provided direction to officers conducting surveillance operations. One of the responsibilities of the Street Boss is to hold surveillance debriefs after each surveillance concludes.
182. Surveillance debriefs are a collaborative assessment where surveillance officers and the Street Boss discuss issues through informal peer-assessments, and brainstorm ideas for future surveillance operations.

183. Surveillance debriefs are run by the Street Boss, and all members voice their issues before the Street Boss does; the Street Boss always goes last. We sat around a table and I started the debrief. I asked each officer at the table if they had any issues arising from that shift. Considering we had done approximately eight hours straight of surveillance, I would have thought someone would have found something we did well or improve on, especially considering what happened. No one raised a single positive or negative issue, including Sgt. Lotzer. The CPS trained me to raise issues in surveillance debriefs that affect officer safety, public safety, police techniques, and criminal investigations; not hide them.

184. I raised the following two generalized issues in the de-brief:

- a. To not take up airtime on the radio because it removes the ability to communicate and may result in the loss of a target;
- b. To allow a Street Boss to run a surveillance and to not set up assignments for other members of the team; it could cause target loss and safety issues.

185. The debrief became silent after I stated this. I am unsure when Sgt. Lotzer would not speak up regarding these problematic issues that negatively affected our surveillance operations.

186. After the debrief, I phoned Sgt. Lotzer and told him that I felt the debrief was tense and asked him how things could start going better in team debriefs, as professional issues were being personalized. I wanted to get back to debriefing things like we had been trained by the CPS.

187. Sgt. Lotzer's responded by saying there was something about the way I presented things, and that he could understand my point of view, and it made sense, it was just how I was presenting it. Further, he said that he often finds that women in policing overcompensate with their personalities and the way that they deal with people because it's a male dominated profession. He said he often found women in policing had "tones" in their voices and stated that I may need to take a course.

188. I went home that day after work and thought about the conversation I had with Sgt. Lotzer. I was concerned about the danger to the team and myself due to some of the dangerous and repeated behaviors that were happening during surveillances, and the inability to debrief them so they would slow down or discontinue from repeating. Further, I was concerned about Sgt. Lotzer's comments about my gender being a factor in communicating with me and decisions he makes about me. I decided that I needed to report the issue.

August 15, 2012 Incident

189. On August 15, 2012, Sgt. Lotzer returned to the 8DOT office and told me that he had been thinking about our discussion last night and that I must be right, the tone in my voice must be because I worked in the jail [not because of my gender]. It seemed like Sgt. Lotzer was trying to back out of his gender biased comment from the night prior.

190. I attended A/SSgt. Shawn Foisie's office and spoke to him privately. I told him about some of my ongoing safety concerns on the team with surveillance. I told him about the surveillance debrief and the gender biased statement Sgt. Lotzer said in response, his reference to me needing to take a course, and that all of it was gender – discrimination that I would not tolerate. A/SSgt. Foisie said that he had never seen or heard of Sgt. Lotzer having issues with policewomen before, or women in general. A/SSgt. Foisie told me that he would speak to Sgt. Lotzer about what transpired to get his point of view.

191. After leaving A/SSgt. Foisie's office, I was apprehensive about what the outcome could be. His response to my report of gender – discrimination was that he had never seen or heard about Sgt. Lotzer having issues with policewomen before, or women in general.

August 16, 2012 Incident

192. A/SSgt. Foisie asked me to meet him in his office. When I arrived at A/SSgt. Foisie's office, I discovered Sgt. Lotzer sitting inside. A/Sgt. Foisie told me to close the door to his office as I sat down. I attended the meeting expecting that because gender discrimination was so blatantly wrong, A/SSgt. Foisie would hold Sgt. Lotzer accountable for his actions, and that I was about to receive and would accept an apology. However, instead, I was surprised when A/SSgt. Foisie told me that I had two options. The first was to leave 8DOT by choice, and the second was that if I didn't leave by choice, they would find reasons to discipline me so I could be removed from 8DOT, and that any documentation would remain on my employee file and would follow me around the CPS. A/SSgt. Foisie stated that

they would be watching every move I made and would not ignore any mistakes, and that negative documentation would hurt my career.

193. I felt forced to accept the ultimatum and left 8DOT. I contacted Insp. Ken Thrower and asked to be immediately transferred out of District 8 due to issues with gender discrimination and retaliation for reporting it. Insp. Thrower asked me to hold off transferring out of the district until I met with him, and he asked me to meet him and S/Sgt. Sueanne Ford for coffee to discuss what happened. I agreed, but I also decided to contact human resources.

Human Resources

194. I contacted Ms. Lisa Nyman with Human Resources and the CPS Respect Matters Programs (RMP) by telephone, briefed her on what happened with Sgt. Lotzer and A/SSgt. Foisie, and requested to meet with her. I told her about how fearful I was about even calling her, let alone meeting with her or engaging in a formal RMP complaint.

195. I reiterated that I was coming to her discreetly and wanted to limit who would be privy to information before I agreed to meet her because I would face consequences should other police officers become aware I had engaged the RMP, even for a phone call. I also told Ms. Nyman that I did not consent to her posting anything on the RMP website that referenced my call to her as an interaction with an employee accessing the RMP. Ms. Nyman agreed not to post anything and advised me that she was only required to report to the Inspector of HR that an employee had asked for help and the general nature of the event without identifying me. I told her that any details of my complaint could easily identify me and wanted her assurance that she would only generalize the event and she agreed. I was terrified that my situation would become worse and wanted to gauge Ms. Nyman's response before I consented to exposing my identity to an HR Inspector given what the responses had been from other management in the CPS thus far. Also based on the CPS response to me reporting workplace harassment twice being punitive, I decided to engage the CPA so there would be someone with more power than I held keeping a second set of eyes on what was happening to me. I decided that the right time to engage the CPA would likely be after I met Ms. Nyman so I could report what happened during that meeting back to the CPA.

196. Ms. Nyman set a meeting for August 28, 2012, between 1:30 pm – 2:30 pm in an HR meeting room in the Westwinds East building.

197. When I met Ms. Nyman, I told her why I transferred from District 2 to District 8, and what happened while in District 8 and 8DOT. Ms. Nyman told me that what I had experienced was very concerning and asked for my permission for her to share what had happened with the Inspector of HR, Insp. Don Coleman. I asked her to generalize the situation and not reveal my name or anything that could identify me because I was terrified that things would worsen for me because I had raised the complaint to HR. She agreed to maintain my anonymity.

198. Ms. Nyman encouraged me to file a formal complaint and I told her that I wanted to hold off. I advised her that I was meeting with Insp. Thrower on September 4, 2012 and had asked to transfer out of District 8.

199. I was contacted by Ms. Nyman and she advised me that she and Insp. Coleman believed a meeting in person was necessary given what had happened. I told her I wanted to hold off and would be engaging the CPA. She told me that usually an officer would first meet with HR to try to find resolution before they engaged the CPA. I believe this was done via email, but I can't locate that email. It seemed as though she was discouraging me from contacting the CPA about this matter. I believed that the high ranking position that Insp. Coleman held in the CPS as the Inspector of HR would ensure things were kept above board.

200. I hoped that with the title of Inspector of HR and position as a sentry for the CPS, would come with a police officer who held an elevated level of trust, accountability, and would ensure things would be kept above board for the sake of the police service and profession. Insp. Coleman was a police officer and as a result, I presumed he would be dependable and trustworthy. Insp. Coleman passed a message through Ms. Nyman to me, asking me to try resolving things through the CPS before I engaged the CPA. I was again in a position of reporting incidents to a senior ranking police officer. In two different work areas on opposite sides of Calgary, senior ranking police officers who I had reported incidents to, had illegitimately and informally disciplined me. Despite acting below board and regardless of it being known, those senior ranking officers were still able to adversely control my reputation, my career, and my health. Each time I reported serious incidents to the CPS, the CPS turned the sexual harassment and gender discrimination against me.

201. Formally engaging Insp. Coleman and Ms. Nyman was yet another instance of reporting issues; ones that I had already reported to the CPS. Although I didn't believe the CPS could legitimately and formally discipline me for engaging the CPA, I believed that the CPS could illegitimately and informally discipline me for engaging the CPA which could create additional issues for me to triage. The underground disciplinary system was so powerful and

present in the CPS; the threat of it was everywhere. I couldn't tell who 'the good guys' were and who the 'bad guys' were; they were all police officers on both sides. The tension that existed in CPS culture caused a level of fragility and entitlement that was so high, that engaging the CPA contrary to the wishes of Insp. Coleman and Ms. Nyman could cause the very people I was relying on to help me to be defensive.

202. The best way I can describe my experiences past this point and for the remainder of my career in the CPS was like I was in a CPS game of Russian roulette; I was blind as to the pervasiveness and effect of my reputation, I had no idea who was there to help me or harm me, I couldn't predict the outcomes of any interactions that would be predictable in normal society, and I only learned of outcomes that adversely affected my health, reputation and career after it was too late. I decided I would give Insp. Coleman and Ms. Nyman a limited opportunity to act. I advised Ms. Nyman that I would meet with Insp. Thrower and S/Sgt. Ford, and that I would follow up with Ms. Nyman afterward.

September 4, 2012 meeting with Insp. Thrower and S/Sgt. Ford

203. On September 4, 2012, I met Insp. Thrower and S/Sgt. Ford at a Starbucks coffee shop. This meeting lasted for approximately two hours. I told them everything that had happened. S/Sgt. Ford dominated the meeting and took on the majority of the interactions I had with them about my report about what happened. Insp. Thrower was fairly quiet throughout the entire meeting which was unusual; he outranks S/Sgt. Ford, and S/Sgt. Ford was not within the CPS chain of command for anyone involved at the relevant time, but she was a female officer.
204. During the meeting, S/Sgt. Ford came across as an empathetic, caring, fellow female officer in a bonding manner. She offered me her jacket once and later took her sunglasses off and offered me them because I had tears streaming down my face and we were in public. Both she and Insp. Thrower told me stories about their own workplace harassment throughout their careers. Insp. Thrower told me that he had only worked once on a team where he did not have an issue with his teammates.
205. At the end of the meeting, Insp. Ford and Insp. Thrower both became complimentary and said that they wanted me to work as a Front Line Constable in District 8 because I was skilled, and they needed "skilled investigators" in District 8. I declined and told them that it I shouldn't have to tolerate gender discrimination and workplace harassment anywhere in the CPS, including District 8, nor leave my position as a DOT Constable to make my workplace in the CPS safe; I did nothing wrong to be forced out of my position. I told Insp. Thrower that it should be A/SSgt. Foisie and Sgt. Lotzer being forced out of their positions; not me. Again, it has to be remembered that being moved from DOT to frontline is a "demotion".
206. Insp. Thrower responded that he would not be removing Sgt. Lotzer or Sgt. Foisie from their positions, but he would interview other DOT Constables in 8DOT to investigate the incidents. That fact is there were no witnesses to the incidents other than Sgt. Lotzer, Sgt. Foisie and myself. There was nothing left to investigate and I told them this.
207. Insp. Thrower told me that the only position for me according to CPS Policy was as a Front Line Constable, and it was considered to be a lateral transfer. Insp. Thrower was not just covering up both incidents but he was using CPS Policy to do so.
208. I stated that I would be contacting HR to request a transfer out of District 8 and tried to get up to leave. S/Sgt. Ford stopped me; she told me to not to make an "emotional decision" and to "go home and think about it". S/Sgt. Ford's suggestion that my decision was an emotional one rather than a logical response seemed absurd to me. Insp. Thrower and S/Sgt. Ford gave me until September 18, 2012 to report my decision whether or not I wanted to leave District 8.
209. In my view, through his actions, Insp. Thrower permitted gender discrimination in the District he was in charge of, and further permitted discipline against me for reporting it by refusing to investigate the actions of his subordinates, A/SSgt. Foisie and Sgt. Lotzer.
210. I decided to request a transfer out of District 8. I could not work in a District where I felt unsafe based on my gender. There was no doubt in my mind that I wanted to leave; it was not an emotional decision; it was logical self-preservation.

Positive Employment History in 8DOT

211. During my time in 8DOT, I received two behavioral events. The first behavioral event was entered by A/SSgt. Foisie and was dated May 29, 2012, months prior to my gender discrimination and disguised discipline complaint. In the

competencies section, A/SSgt. Foisie recognized me for my communication, dedication, team building, and teamwork that led to the arrest of two persons accused of being prolific break and enter artists. A/SSgt. Foisie credited me for "working collaboratively" and uncovering information that led to "both suspects admit(ing) to their involvement in the offence they were arrested for and also implicat(ing) themselves in several other break and enter offences that they had committed previously" during a police interview. A/SSgt. Foisie wrote that "the arrest of the two accused persons had a significant impact on the District's Crime Management priorities and overall community safety". Attached hereto and marked as **Exhibit "E"** is the behavioral event dated May 29, 2012.

212. The second behavioral event was entered by A/SSgt. Foisie and was dated September 10, 2012; almost one month after I complained about gender discrimination and disguised discipline. In the competencies section, A/SSgt. Foisie recognized me for my service orientation, team building and teamwork for running a large scale covert operation that resulted in a number of criminal charges and off shoot investigations. The operation was later presented by A/SSgt. Foisie to the CPS Executive at the request of Insp. Thrower to showcase police work being done in District 8 and was submitted as a template for running future investigations within the City of Calgary to target offences of a specific nature. In the behavioral event, S/Sgt. Foisie misrepresented information about how the operation came to light that could become problematic for Sgt. Lotzer. Sgt. Lotzer entered a notation that stated "An excellent effort on the file Kim. Your contributions were a necessity to the overall team success. Thank you". A/SSgt. Foisie entered an additional notation that stated, "Great job taking the lead on this investigation Kim, it was a job very well done". Insp. Thrower entered a notation that stated "Great initiative to start this file and a very successful conclusion. Thanks so much for your hard work Kim". Attached hereto and marked as **Exhibit "F"** is the behavioral event dated September 10, 2012.

CPS Human Resources Unit

Staff Sergeant Brar

213. Around September 10, 2012, S/Sgt. Joe Brar, the Staff Sergeant of the Human Resources Unit contacted me. He said that he "heard I was looking for a new work area" and asked me what district I would like to work in. I am unsure of what information S/Sgt. Brar learned and who he had spoken to about me.

214. Based on the CPS rank and command structure, information about the incidents would be passed along like in a telephone game between each senior rank unless I reported the incidents directly to each senior ranking officer as I encountered them. To ensure that I had reported the incidents not only up the chain of command as required in CPS Policy (to A/SSgt. Foisie, SSgt. Ford, Insp. Thrower), and to the RMP in HR (Ms. Nyman), I also reported the incidents to S/Sgt. Brar before engaging him in any discussion about transferring out my DOT Constable position and work area. There had been so many senior members of the CPS involved at this point, I wanted to ensure each CPS senior member who held a role in how this matter was dealt with, received my information and report of gender discrimination and disguised discipline, and was afforded the opportunity to act on my information in the positions of power they held. .

215. I reported the incidents and information to S/Sgt. Brar. I provided him with additional information about my arrival in HR and concerns. I told him the following additional information:

- a. When I reported the gender discrimination and ultimatum up the CPS chain of command (to S/Sgt. Ford and Insp. Thrower) as I am required to in my rank, the outcome was that I became the subject of investigation; not my report of gender discrimination;
- b. I did not voluntarily leave my position as a DOT Constable. My interaction with HR was because I was fleeing an unsafe workplace; as a police officer, my gender was stated to be a detriment to other police officers who were male and had hindered a police surveillance operation debrief;
- c. Remedial training to ameliorate the problems that my gender posed to other male police officers and a police surveillance operation debrief had been suggested by my male supervisor who I was subordinate to, Sgt. Lotzer; and
- d. I noted that throughout my time in District 8, Insp. Thrower intermittently held an acting position in the rank of Acting Superintendent, being a member of the CPS Executive Team (once and twice senior to S/Sgt. Brar himself).

216. S/Sgt. Brar told me that there were two sides to every story, that the RMP would be handling my complaint which he was not involved in, and his role was solely to relocate me to a new work area. S/Sgt. Brar told me to choose three districts to work in as a Frontline Constable. I told S/Sgt. Brar that I could never have imagined that three workdays after reporting the responses to my request my supervisor stop discriminatory behavior, toward me; a police officer; that HR; the home of the RMP, would agree to enforce A/Sgt. Foisie's closed door ultimatum and discipline.
217. I asked S/Sgt. Brar why as a complainant that I would have to leave both my position and work area permanently and punitively, rather than temporarily, until the conclusion of the RMP investigation; which had not yet even begun. S/Sgt. Brar cited the "needs of the service" as the reason. I understand that the CPS can override any policy or practice when the needs of the service trump an issue at hand.
218. S/Sgt. Brar stated that he would not be removing a DOT Sergeant and a GIU Staff Sergeant, as they were critical positions that fell under the needs of the service, and that there was a need for Frontline Constables as every district in the city was understaffed in Frontline Constables and were not operating at full strength. My position as a DOT Constable was not a need of the service, he said. I am unsure why S/Sgt. Brar referred to eliminating the positions of DOT Sergeant and GIU Staff Sergeant rather than the police officers who had been accused of gender discrimination and disguised discipline that occupied those critical positions.
219. I asked S/Sgt. Brar to be laterally transferred to any DOT Constable position in the CPS and he declined. He said that I would have to transfer to another district as a Frontline Constable, then win a district DOT competition if I wanted to work as a DOT Constable. He said a grievance about DOT Constable positions and Frontline Constable positions being unequal had already been "fought" and the employer had won; the positions were equal. He stated that there was no distinction between a Frontline Constable and a DOT Constable, and no positions for Constables other than as a Frontline Constable. At this point, I felt like HR was treating me like a complainant against the CPS as an organization, rather than a person who reported sexual harassment, gender discrimination and disguised discipline in my workplace.
220. S/Sgt. Brar said that he understood I was previously on 2SDT and that things didn't work out there either. I am unsure if Sgt. Renke, S/Sgt. LaGrange, Cst. Poitras, or any other officer from District 2 submitted a report to HR about the sexual harassment I experienced in 2SDT and the circumstances behind my departure, if HR collected or stored reports of workplace sexual harassment between 2009 and 2010, if the CPS had registered my report of sexual harassment founded or unfounded in HR, or if S/Sgt. Brar had accessed a report of the sexual harassment and circumstances behind my departure from 2SDT prior to his statement that things didn't work out there for me either. I am also unsure how S/Sgt. Brar concluded that "things didn't work out there either" for me in 2SDT. I am unsure if HR informed Sgt. Stuart or any other member of District 8 about the sexual harassment I reported in District 8 prior to my arrival, if Sgt. Stuart registered any report or concerns with HR about me having been labelled prior to my arrival in District 8, or if HR monitored my well-being as a gender minority complainant of gender related workplace sexual harassment; especially given the stigma toward female officers present in CPS culture between at least 2008 and 2017.
221. I felt that by referencing my reputation as part of a problem in 2SDT rather than a victim of sexual harassment, HR was pursuing a theme about me by drawing a nexus between my defamed reputation after departing from 2SDT to my departure from 8DOT. Nowhere in S/Sgt. Brar's narrative of my departure from 2SDT and 8DOT, nor the nexus he drew between departures included the words: sexual harassment, defamation, labelling, gender discrimination, threatened disguised discipline, or ultimatum. As a police officer, the CPS expects me to provide full and frank disclosure for matters that I investigate. As a police officer who has attended hundreds of calls for service in my career, if the words sexual, harassment, name calling, or discrimination of any kind arose during an investigation, it would not only affect the depth of the investigation, but those words would be part of the narrative of events, even if only as allegations.
222. At no time was I offered the opportunity to return to my position in 8DOT after the RMP investigation had concluded, despite asking for it; I had been permanently removed from my position in 8DOT and it was being enforced by HR. I had no choice but to select three districts to work in as a Frontline Constable. I selected District 6, District 3, and District 1. The reason I selected District 6 was because it was the next closest district to my house and my workday would not be extended by much due to more travel time. I selected District 3 second because although its location would cause my workday to be extended by at least an hour each day in travel time, I had friends there who I could be assured would stand up for me. District 1 was my last selection because it was the next closest to my home.
223. S/Sgt. Brar responded stated he would not transfer me to District 6 because they shared a police radio channel with District 8. I was aware of this; I worked in District 8. I told S/Sgt. Brar that it wasn't a concern to me. S/Sgt. Brar then told me to pick a fourth district to work in because he would not be transferring me to District 6 because I needed a "fresh start". In a matter of days, I went from reporting gender discrimination to "needing a fresh start" in the CPS.

224. I told S/Sgt. Brar that District 7 was my fourth choice. The only districts left for me to choose were District 4 and District 5 which were known as being the most violent districts to work in. I did not choose either district because I was mentally beaten down at this point and felt working in those areas could present a risk to my well-being and safety.

September 17, 2012

225. On September 17, 2012, an electronic data entry log referred to as a *date created stamp* appeared on my 2012 annual performance assessment, but there was no content in the record that had yet been published. This meant that an unknown person created a 2012 annual assessment for me on September 17, 2012 but had not yet published it on PEAKS.

Inspector Coleman, Staff Sergeant Brar, and Staff Sergeant Cave

226. On September 21, 2012, Insp. Don Coleman, the Inspector of HR, sent me an email asking me to call him about my transfer. I was unsure why Insp. Coleman had gotten involved at that point, as S/Sgt. Brar was handling my transfer. Based on his rank and reference to my transfer, Insp. Coleman's involvement indicated that he was pulling rank over S/Sgt. Brar and was involving himself in my transfer matters. I was unable to reach Insp. Coleman on September 21, 2012 and am unsure what the nature of his inquiry was about.

227. On September 24, 2012, S/Sgt. Brar told me that District 3 could not accommodate my transfer "due to the numbers", indicating that District 3 had reported they were at full strength and could not intake another officer. This contradicted what he had previously told me about the needs of the service for Frontline Constables as every district in the city was understaffed in Frontline Constables and were not operating at full strength. As the Staff Sergeant of HR, S/Sgt. Brar had access to information about staffing levels of Frontline Constables in every district in the city. I am unsure if S/Sgt. Brar was responsible for monitoring staffing levels of Frontline Constables in every district in the city in his role of Staff Sergeant of HR. He stated that he was transferring me to District 7 and directed me to contact S/Sgt. Shane Joyce who was the Staff Sergeant in District 7.

228. On September 25, 2012, Insp. Coleman left me a voicemail stating that District 3 had declined my transfer and the reason was not based on a "numbers issue". Insp. Coleman instructed me to call S/Sgt. Cave, for an explanation of why my transfer was declined. I called S/Sgt. Cave who told me that it was "two factors" that caused him to make a decision not to allow me to work in District 3. The first was because "the numbers were sufficient", meaning that he could not accept me because staffing levels of Frontline Constables in District 3 were at full strength. The second factor was because he did "some background work" on me. S/Sgt. Cave stated that he contacted a person in District 8 who he refused to identify. S/Sgt. Cave stated that the unnamed person told him that I "had it out" with a Detective in 8GIU. He said the unnamed person stated that I was good with investigations but didn't work well on small teams. S/Sgt. Cave said his decision was final, that he didn't want a problem officer in his district, but if HR forced him to allow me to transfer to District 3, that he wouldn't be walking around looking to find issues with me.

229. On September 25, 2012, I called Insp. Coleman back as he requested. He asked me how the call went, and I repeated what S/Sgt. Cave stated; that he declined my transfer based on two factors; overstaffing and based on rumors that were untrue and my damaged reputation. Insp. Coleman stated he was "disappointed" in S/Sgt. Cave and was going to call him back to "give him a blast of shit" and "tell him this isn't how we do business".

2012 Annual Performance Assessment

230. S/Sgt. Brar informed me that he had ordered Sgt. Lotzer to submit my 2012 annual assessment to HR immediately. I objected and told S/Sgt. Brar that during the dates of my 2012 assessment period, Sgt. Lotzer worked as a Detective in the Targeted Enforcement Unit, in a building 40 km away (save 8 shifts in 8DOT). I said that my supervisors for my 2012 assessment period were: Sgt. Stuart and Sgt. Mike Heiligsetzer (the original 8DOT supervisor). I told S/Sgt. Brar that Sgt. Lotzer was my supervisor for my 2013 assessment period, and that my 2013 assessment was not due for another 6 months. I am aware that the position of Staff Sergeant of the Human Resources Operational Section has access to employee records including assessment date periods and CPS Policy.

231. S/Sgt. Brar responded that his reason for ordering my 2012 annual assessment was because HR employed a practice of ordering assessments for employees that left their work area, ended up in HR, and were "having problems in their work areas". I note that the dates of my assessment and stated reasons my assessment was ordered are two distinct, and separate issues.

232. Despite the information I provided to S/Sgt. Brar about the assessment period dates for my 2012 and 2013 annual assessments, S/Sgt. Brar stated that his order to Sgt. Lotzer stood for my 2012 assessment.
233. If S/Sgt. Brar wished to order my annual assessment 6 months prematurely, and for the reasons he stated (as a standard practice in HR), his intended *prematurity* would only become discoverable if he insisted that my assessment be done for the correct assessment period; the 2013 annual assessment period. By insisting that Sgt. Lotzer submit an assessment for an incorrect assessment period, S/Sgt. Brar concealed the intended prematurity behind the placement of my assessment onto *PEAKS*, concealed the true reason he ordered the assessment, and concealed the veracity of the record itself.
234. I told S/Sgt. Brar that I had not come to HR because I was having problems in my work areas related to my performance; I had come to HR as an employee reporting serious incidents.
235. I'm not aware of any CPS Policy that states that the departure of a work area and interaction with HR will trigger an annual performance assessment of that employee. When I left District 2 due to sexual harassment, I did not engage HR, the RMP, and no annual assessment of my performance was initiated by HR upon my departure from 2SDT.
236. The CPS, via senior ranking police officers in their HR department, directed that the next step for a supervisor accused of gender discrimination to do was to prematurely assess the performance of their accuser in the form of an employment record, prior to an investigation into the supervisor's conduct, using false dates.
237. S/Sgt. Brar told me not to worry about the assessment too much because annual assessments only remained on *PEAKS* for three years. The CPS require applicants in competitions for specialty units, advanced courses, and promotion, include their annual assessments in their application package. An annual assessment is a factor that will impact long term and short term career progress in the CPS.
238. On September 26, 2012, Sgt. Lotzer published my 2012 annual assessment on *PEAKS*. Sgt. Lotzer's assessment was lengthy. Without background information about Sgt. Lotzer's views of female police officers, information about the events that immediately preceded the assessment, and context, his assessment could appear as if he were a measured and concerned supervisor. That background information was not included by Sgt. Lotzer in his assessment of my performance as a police officer.
239. In the 2012 annual assessment, Sgt. Lotzer cited the aforementioned surveillance debrief, wrote that I needed to adapt my communication, be more sensitive, and improve how I interact with people. He wrote that I did not respond to his constructive criticism well, took his comments personally, and was unwilling to grow from it. He depicted me as a police officer who had conflicts with my teammates. He wrote that my subsequent ventures on small teams may suffer if my self-awareness did not improve.
240. I feel that Sgt. Lotzer's depictions of my communications and interactions with my teammates are echoes of his statement to me on August 15, 2012; that he found that my tone and the tones of female police officers in general to be problematic.
241. I feel that Sgt. Lotzer had different expectations for male and female police officers, rooted in gender roles. I feel that Sgt. Lotzer expected female officers, like myself, to communicate with male officers, like him, in a demeanor and tone of voice that was sensitive, not assertive. I feel that his gender based expectations of female police officers clouded his ability to perceive my communications, interactions, and demeanor as being equally assertive, professional, and as leadership traits equal to my male counterparts who were not policed by Sgt. Lotzer or hyper vigilantly measured for level of their sensitivity, tones of voice, or demeanor. The ability of my male counterparts to run police surveillance operations was not evaluated according to the sensitivity of their demeanors, or the masculinity of their voice while communicating about dangerous driving, surveillance techniques, or preventing target loss in police surveillance operations.
242. The subject matter and level of danger is so high in police surveillances, I do not believe that I would be taken seriously should I artificially soften and sweeten my natural voice to appease my male counterparts. The focus of police surveillance operation debriefs, and police operations should not be the femininity of my natural voice. As the Street Boss of a police surveillance, my focus should be on maintaining a safe and productive surveillance to further criminal investigations. How multiple police officers in senior ranks permitted any of this to become part of an assessment, my reputation, and my sole burden to bear, I feel is extreme, and has profoundly affected my sense of purpose, my own health, and the health of my family. I do not consider the criticisms I received from Sgt. Lotzer to be constructive, as he wrote.

243. Under Sgt. Lotzer, I have had to unnecessarily defend my character as a police officer to A/SSgt. Foisie, SSgt. Ford, Insp. Thrower, S/Sgt. Brar, Insp. Coleman, and throughout the remainder of my career. The aftermath has created relentless and repeating battles for me to fight and defend myself in alone, with no support from the CPS or CPA.
244. CPS culture dictates that credibility is earned based on your rank. Becoming a victim of sexual harassment and gender discrimination was not my choice or goal for my personal or professional life. Becoming a victim of these things has been the most dangerous and damaging thing that I've experienced as a police officer. During my career, I've rappelled down buildings, been in fist fights, foot chases, major disturbances, have done surveillance driving, have done dangerous undercover work, dealt with multiple homicides, been pepper sprayed, gassed, and tasered.
245. My 2012 annual assessment was not only a requirement for career advancement opportunities, but it was accessible to other police officers throughout the CPS. The CPS does not notify an employee when records about them have been accessed by another member of the CPS. I am unable to determine if any of my coworkers or supervisors have seen my 2012 annual assessment. I am also unaware of who the CPS has granted access by virtue of their rank or position. I am unsure if the CPS kept records about accesses to my 2012 annual assessment and other employment records, or the reasons if my records were accessed.
246. I have been made aware that the results of the psychological tests I took as part of the CPS hiring process were interpreted by Dr. Patrick Baillie, a Consulting Psychologist for the CPS, and that Dr. Baillie summarized my psychological profile in a document used in the CPS selection process to become a police officer. I have also been made aware that in approximately 2012 – 2013, that document still remained in HR, as a friend and coworker, who was outraged that the CPS kept these records in an area accessible by other police officers, read aloud my psychological profile to me over the phone. The information that I am aware that HR stored about me and was accessible to an unknown number of co-workers included a punitive annual assessment and my psychological profile; information that is incredibly private and sensitive, along a punitive assessment I received from a supervisor who stated my gender was an issue in how I spoke to, and therefore interacted with other officers, who characterized me as a police officer that could not get along with other police officers. I am unsure if S/Sgt. Brar, Insp. Coleman, or any other co-worker accessed my psychological profile while I was dealing with HR, in the vulnerable state I was in when I arrived.
247. In my view, my reputation as a problematic employee was endorsed by HR in 2012. I felt that senior ranking members of the CPS and HR had repeatedly responded to me like an opponent of the CPS rather than as an employee asking for help. It was not until I reported sexual harassment, gender discrimination, and disguised discipline that my personal and professional character, credibility, and value as an employee became a topic open for other police officers to debate in the CPS. Never once in my career had the CPS disputed my character or credibility while in the execution of my duties as a police officer; in a position of trust.

District 7/ North District

248. September 30, 2012 was my first day in District 7. Prior to my arrival, District 7 had amalgamated with District 5 for a long term pilot project, creating a massive district called the North District ("ND"). I learned that prior to my arrival, someone had made the decision that I would not be working in District 7, I would be working in District 5. The zone I was assigned to in District 5 had a disproportionate number of the city's shootings and was where several gang related homicides were occurring when I started. My supervisor in ND was A/Sgt. Gord Fraser.
249. While working in North District, I attempted to meet with Ms. Nyman a number of times while I was on duty to disclose what happened and discuss the options I had to deal with things. In order to attend the meetings to file a complaint, I required permission from my supervisor to be relieved from my front line duties to meet her at her office in HR. A/Sgt. Fraser declined nearly every request I made to meet Ms. Nyman. I began sending my request to him via email to keep records of how repeated the refusals were, and at one point, I gave up emailing him and worked on the complaint from home on my days off.
250. On October 4, 2012, I sent Ms. Nyman an email advising her that I would be engaging the CPA for the situations I was facing at the CPS.
251. On October 4, 2012, Ms. Nyman responded that she had spoken to Insp. Coleman and had given him an overview and scheduled a meeting for us all to meet face to face, along with S/Sgt. Brar. In her email, Ms. Nyman wrote the following:
- "...also, I gave him the head's up that you might approach the CPA re: the assessment - he notes that the CPA's first move would be to call Don to discuss, and that comments you add to the

assessment at this point will not be anything you can take back. He suggests, and I support him, that you keep your concerns regarding the assessment for our meeting next week before calling the CPA. Normal practice is to exhaust all avenues within the organization before going to an outside resource such as the CPA- so it makes sense that HR is the first step on this item. I hope this makes sense and again apologize for things dragging on - please let me know how you feel about a meeting time next week and let me know if you have questions or concerns about this message so I can clarify. Thanks, Lisa". Attached hereto and marked as **Exhibit "G"** is the email exchange between Ms. Nyman and I on October 4, 2012.

252. Ms. Nyman advised me that she had arranged a meeting for me in HR with herself and Insp. Coleman on October 9, 2012.

253. On October 4, 2012, A/Sgt. Fraser sent me an email denying me time on duty to meet Ms. Nyman and Insp. Coleman in HR, citing staffing issues. It seemed like at every turn, the CPS were preventing me from accessing the RMP to advance a formal complaint, even to meet the Inspector of HR himself. Each denial created compounding issues, it became exhausting, and was taking a toll on my health. The complaint system itself was not only nearly impossible to access on duty, the CPS expected that I would treat each incident as standalone incidents, as if they had no nexus to one another. I would have had to work full-time, while filing individual complaints where my employer was the primary offender, secondary offender, Prosecutor, Defence Counsel, and Judge.

CPA

254. On October 4, 2012, I sent an email to the CPA general inbox asking for help. I stated that I was having a problem with a situation at work involving some respect matters concerns and a supervisor, and a punitive assessment that I received. Attached hereto and marked as **Exhibit "H"** is a copy of the email I sent to the CPA on October 4, 2012. CPA Interim President Kaminski and I agreed to meet at the CPA office at 9:30 am on October 5, 2012.

255. On October 5, 2012, I met CPA Interim President Kaminski at his office in a CPA building. I told him that after I reported sexual harassment in 2SDT, that the CPS responded by reducing it to a personality conflict and that I had to leave a job I loved in 2SDT to avoid it from continuing. I advised him about the label that was affixed to me and acknowledged by Sgt. Stuart upon my arrival in District 8. I also told him about the incidents in 8DOT, A/SSgt. Foisie's response, and the responses of SSgt. Ford, Insp. Thrower, S/Sgt. Brar, Insp. Coleman, S/Sgt. Cave. I told him that I had tried to access the RMP to file a formal complaint and that A/Sgt. Fraser had continually denied me time on duty to meet Ms. Nyman. CPA Interim President Kaminski referred to the RMP as "toothless". I told him that I was also having a minor, but time sensitive issue with a Staff Sergeant regarding the transfer of some investigations between District 8 and the ND

256. I cried tears of anger in CPA Interim President Kaminski's office. He got me a box of Kleenex and said that "I seemed like a sensitive girl".

257. CPA Interim President Kaminski said the RMP was a 'toothless' program that was a waste of my time and that the CPA weren't taking seriously. He said there was nothing he could do about sexual and general harassment issues and talked about how rampant they were and that the CPS response to it was to bring in a toothless program to deal with it. He said the CPS might be willing to move on my 2012 annual assessment issue. He asked me to send him my CPS resume and behavioral events so he could refer to good work I had done when he spoke to Insp. Coleman about the gender discrimination, disguised discipline, and 2012 assessment issues.

258. Regarding the file transfer issue, CPA Interim President Kaminski asked me for the names of a few of my former and new supervisors. He said he would get to work and see what he could do about my most time sensitive issue first which was my file transfer issues.

259. At the end of our meeting, CPA Interim President Kaminski complained about how busy he was as the Interim CPA President and because of the upcoming CPA elections.

260. Between October 5, 2012, and November 12, 2012, CPA Interim President Kaminski sent emails that related to the transfer of my files and resolved that minor issue for me. I spoke to him on the phone and he told me that he had contacted Insp. Coleman in HR and told him there was a dispute about my 2012 annual performance assessment. He said Insp. Coleman was going to meet with me in January of 2013, but that he would be unable to attend that meeting. He told me that the issues relating to sexual harassment in 2SDT, the incidents in 8DOT, and how the CPS were responding was a more complex issue that required some time and digging, and that he was going to be away

from the office for a while but would think about the issues and how to approach them when he returned to the office. CPA Interim President Kaminski did not contact me again after this.

261. In summary, the CPA represented me only on a minor matter regarding the transfer of paperwork between districts, and CPA Interim President Kaminski made a phone call to Insp. Coleman to set up a meeting; leaving me as a Constable to go up against the Inspector of HR by myself to challenge his endorsement of my treatment. The CPA did not offer to or advance any representation of any kind on what CPA Interim President Kaminski referred to as a complex matter; my treatment in the CPS, which he referred to as being rampant in the CPS and had caused working conditions to render other officers beaten down and exasperated.

262. The CPA did not advance any kind of representation or response to the sexual harassment, gender discrimination, labeling, and disguised discipline that I reported to CPA Interim President Kaminski, despite my request for CPA representation on October 5, 2012, and which CPA Interim President Kaminski stated he would do something about upon his return to his office.

RMP Complaint

263. I felt completely stranded and on my own at that point. My options were to lay down and die, so to speak, or get up and fight in the only avenue available which was filing a formal RMP complaint.

264. I had no other option to get the CPS to stop. On November 8, 2012, I sent Ms. Nyman emails informing her that I had continued to be declined time to meet with her to finalize a formal RMP complaint. From home, I had to piece together dates and information relating to incidents without full access to a CPS computer. On November 26, 2012 I emailed Ms. Nyman my finalized formal RMP complaint. After reviewing my complaint, Ms. Nyman told me that there had been so many people involved and that the incidents had happened for such a long duration that I may want to consider revising my complaint to include only the biggest players in the incidents.

Insp. Coleman Meeting

265. Sometime between approximately January 7 and January 10, 2013, I met with Insp. Coleman alone in his office in HR. Throughout our meeting, Insp. Coleman seemed to have a smirk, he stretched backwards in his chair and leaned back with his hands in the air over his head and seemed to act as if it was funny that I was confronting him about what happened to me.

266. Insp. Coleman was already aware of some details of the chronology of events. I confronted him on how I was treated by HR. I asked him to remove my 2012 annual assessment from PEAKS and explained the aforementioned reasons why. Insp. Coleman stated there was nothing he could do once the assessment was posted to PEAKS; he could not change the record. I told him that I would not accept a false and defamatory record as an employment record. Insp. Coleman was very casual and informal, and stated that *"the word on the street is that you're a bit of a bitch"*.

267. I defended my character for a short time, and then asked him who told him that I was a bitch; he said it didn't matter who said it, and that optics mattered in the CPS. He told me that I was not "public enemy #1 in the CPS".

268. On January 9, 2013, I submitted a revised formal RMP complaint to Ms. Nyman.

269. Sometime between February 1 and February 12, 2013, I met Ms. Nyman at the Westwinds East Building for a meeting. While Ms. Nyman and I were standing in a hallway, she broke down crying. She said she had decided to quit. Ms. Nyman told me that the reason she was quitting is because the CPS were not serious about workplace reform. She apologized for leaving me right after I had submitted a formal complaint and she said that she felt guilty for abandoning me.

270. On February 12, 2013, Ms. Nyman sent me an email stating that due to her upcoming departure from the CPS, Insp. Coleman would be taking over my RMP complaint.

271. The only option I had in the CPS and CPA at that time was to report gender discrimination to the Inspector of HR who had just referred to me as "a bit of a bitch" a month ago, because the Respect Matters Program Manager had just quit as the CPS were not serious about workplace reform. The unfolding of events, the systems in the CPS and CPA for reporting sexual harassment and gender discrimination, and the behavior of police officers holding key positions within the complaint system made it dangerous for me as a female police officer and minority in a male dominated profession to report sexual harassment, gender discrimination, and disguised discipline, resulted in compounding incidents, and made it impossible for me to access any type of justice or competent court. Very early on, I felt that

there were so many compounding incidents happening as I was trying to report others, that I almost had to triage all of the incidents that I was encountering. For what should have been a simple report of sexual harassment, or gender discrimination, it remained unresolved, repeated itself, and carried on for approximately a decade.

2013 Workplace Review

272. On May 7, 2013, I received an email from Cst. Jennifer Ward who worked in HR. Her email stated the following:

"Good Morning Everyone, I just wanted to update you all, and for those who are unaware, inform you what is going on. Following Marlene HOPE and my meeting with Superintendent McClellan, the Chief and Howard BURNS, regarding issues we have both had with HR, we were both contacted by an outside third party source wishing to speak to us. The Chief has brought in a third party to speak to people who have had issues or problems in dealing with HR. The auditors would like to speak to anyone and everyone who have had concerns with this department. All information provided to this third party source will be held in confidence and will not be shared with anyone in HR. They will contact you via email and set up a meeting outside of WW and anywhere neutral you would like to meet with them. The purpose behind this third party audit is to determine how HR is being run. I have spoken to some of you who have provided personal accounts and issues you have had with HR or individuals within your work area. Feel free to bring up any concerns you have as everything needs to be analyzed and presented to the Chief to ensure all issues are appropriately addressed;

The Chief has told both Marlene and me that he wants everything brought out and dealt with. The only way for that to be done is for people to speak up and tell the auditors their experiences. How small or insignificant you feel something is, or if you feel it is in the past and already dealt with ... it needs to be told. People will not change, and they will not learn from inappropriate and negative behavior if it is not brought to their attention;

If you have any questions or require further clarification, please call me, otherwise email me and let me know if you would like me to provide the auditor with your names for them to contact. Please let me know of any other individuals who might want to come forward. Take Care and let me know if you are interested in coming forward". Attached hereto and marked as **Exhibit "I"** is the email from Cst. Ward dated May 7, 2013.

273. I note that the Chief of Police at the time of the 2013 Workplace Review, and during sexual harassment, gender discrimination, and disguised discipline incidents between 2009 and 2015 was Chief Rick Hanson.

274. Sometime between May 7 and October 15, 2013, I met the 2013 Workplace Review Investigator Ms. Deborah Prowse, and provided her with some preliminary information about my experiences. I later spoke with Ms. Prowse and learned my case was one of the more serious and clear cut cases she had come across in her initial inquiries within the CPS. I told Ms. Prowse that I feared serious retaliation because now I was reporting members of the CPS Executive to her in addition to senior ranking officers, and each time I reported my own victimization my personal life, professional life, and health became exponentially worse. I requested that if we continue, I would only provide her information at an off-site location without the knowledge of any other police officer. Ms. Prowse needed to speak to the CPS to accommodate this, and the designated officer for the 2013 Workplace Review was Supt. Ritchie.

275. On October 16, 2013, I met Ms. Prowse and Supt. Ritchie in a non-police building for a meeting. I understood that I would be meeting Ms. Prowse to provide her with information about what happened. I believe it was after approximately a few sessions or so that Supt. Ritchie defunded the private office meeting space for Ms. Prowse, citing the cost of renting the meeting room. Our meetings would be in HR moving forward. The problem with HR meeting rooms are that some are encased in glass and officer's offices are only feet away, meaning the sound from those meetings rooms travels. Further, it permitted HR officers to keep track of who was seeing Ms. Prowse.

276. Because the events in my situation were so extensive and long duration, I was restricted to dealing with one individual only and I chose to focus on Sgt. Lotzer.

277. I met Ms. Prowse repeatedly at HR until approximately November 20, 2013. The CPS asked me to engage in traditional mediation with Sgt. Lotzer. I could not mentally agree to be in the same room with Sgt. Lotzer and refused. Ms. Prowse came up with a plan that was accepted by the CPS for a one sided mediation where I would attend

mediation without Sgt. Lotzer present, and Ms. Prowse would act as Sgt. Lotzer. She would then mirror this process with Sgt. Lotzer separately on different dates.

278. Throughout the entire 2013 Workplace Review, I was routinely using my days off to do mediation because A/Sgt. Fraser continued to decline requests to attend HR while on duty. He continued to cite staffing issues each time he declined.

279. Shortly prior to November 20, 2013, Ms. Prowse had to recuse herself from the mediation, as she stated she could no longer remain neutral. Ms. Prowse advised me that the CPS would be hiring a new mediator; Ms. Ferrara-Kerr. Ms. Prowse told me that she was concerned about how the investigation would proceed after she left and offered to attend every single future meeting as my advocate. Ms. Prowse attended every following meeting in the role of my Advocate. At one point, Ms. Prowse transitioned began working in Edmonton, and still drove from Edmonton to Calgary to attend every meeting.

280. Various resolutions I proposed were rejected by Sgt. Lotzer; one being an apology in writing because Sgt. Lotzer and I had not come face to face. The entire duration of the mediation, Sgt. Lotzer refused to apologize for his actions. Other resolutions I proposed were also rejected by Sgt. Lotzer. The CPS asked me to sign a mediation closing agreement, but I refused because I had not received any closure or assurance that retaliation would not continue as it had been.

281. After making the decision to walk away permanently, and after advising Ms. Ferrara-Kerr that I would not be signing any closing agreement, Sgt. Lotzer submitted an apology letter for his actions; under conditions: he would give the apology letter to Ms. Ferrara-Kerr who would supervise me reading the letter that I could read once, and I could not keep the apology letter; Ms. Ferrara-Kerr would keep it.

282. I understand Sgt. Lotzer had to undergo training in some areas. Sgt. Lotzer and I both had to take a mandatory course on 'communications in conflict' situations. My 2012 annual assessment was removed from PEAKS and deemed punitive and with gender bias present. A paper copy of my 2012 annual assessment was stored in a locked filing cabinet in the office of the Superintendent of Employee Services Division. I have no copy of the agreement and CPS Interim President Kaminski had not contacted me back or acted on my request for representation.

283. I requested that if any retaliation occurred that the CPS not put me through a year and a half long investigation, and that I would not have to re-live these events and re-explain them to an investigator; that the CPS would be prepared if I reported retaliation to them.

284. I understand that as a result of the 2013 Workplace Review, Insp. Coleman was removed from his position as the Commander of HR.

District 5

285. The North District pilot project ended, and I transferred to the District 5 Peak Response Team (5PRT). My supervisor was Sgt. Gary MacCauley.

286. At the beginning of an evening shift, Cst. Peter Svinth-Lassen, Cst. Jason Hiscock, Cst. Brent Louie, Cst. Kyle Palyga and I went for coffee at a Tim Hortons. After having coffee, our group started walking toward our police vehicles to start taking calls for service. The group was quiet while walking and did not split off to their own police vehicles like they did normally, but they all followed me to my police vehicle. Cst. Palyga stopped me when I reached my vehicle, somewhat trapping me between two police cars that were parked against a wall. The group of officers were quiet and stood in a semi-circle around my police vehicle. Cst. Palyga said there was something he and the group needed to know about me. He said that he heard that I keep a "second notebook" on other cops and wanted to know if it was true. He said he had heard I had filed complaints against other CPS members and wanted to know if that was something he had to worry about with me, as a new person on the team. My teammates stood silently and did not intervene. I told Cst. Palyga that I did not keep a second notebook on anyone.

287. When I returned to District 5, went to the 5PRT office, and was met by Cst. Louie and Cst. Svinth-Lassen who both stated they thought what Cst. Palyga did was "bullshit". I asked them why if they thought it was "bullshit" they didn't intervene. They said they wanted to stay out of it and wanted me to know they were still my friends even though they were there. After they left the office, Sgt. MacCauley asked me what happened, and I told him. He said he did not tolerate this kind of thing on his watch and seemed angry. He said he also heard I kept a "second notebook" before I arrived to 5PRT but was not suspicious of me as my supervisor. I tried to stay as far away as I could from Cst. Palyga but on occasion, Sgt. MacCauley placed Cst. Palyga in the position of being my Sergeant when the Acting Sergeant for 5PRT was away from the office.

288. Between April 5 and August 30, 2015, I worked without a partner in District 5. In 2015, Calgary had the highest number of homicides in its history, some of which were gang related, and the CPS informed officers that around 50% of the city's shootings happened in the geographical area I worked in. Nearly my entire time in District 5, I had regular difficulty in finding a partner to work with on night shifts. I've conducted traffic stops and attended calls for service by myself where dozens of people and vehicles will show up, simply because police are in the area. There was a high level of danger associated with working in District 5 as a lone officer, which I was. I have experienced the Duty Sergeant having to direct other officers to back me and another female officer up on calls in the district before.

Homicide Unit

289. I worked on the Homicide Unit East Team (East Team) between January 11, 2015 and April 5, 2015 for a short term secondment under the Investigative Development Program (IDP). As stated prior, Calgary's murder rate was the highest it had been in history during this time. I was working multi-day 20 – 24 hour shifts. I held multiple Major Case Management positions as an Affiant for homicides that occurred in East Calgary during that time period.

290. My time on the East Team was the best experience and work environment that I've ever worked in, and I thrived there. Officers were too busy investigating homicides to be bad mouthing one another in this unit, and the need for resources was so high that every minute of help was appreciated. The work I did as an Affiant for homicide investigations was detailed, organized, and allowed me to be evaluated solely on the merit of my police work. Detectives asked for my time on the East Team to be extended, but District 5 ordered that I return to the district due to minimum strength staffing.

291. On June 23, 2015, my IDP supervisor, Det. Zavisha, submitted an assessment of my performance while I was on the East Team. Although I have received positive annual assessments each year but 2012, I haven't included information related to those assessments. I am including a reference to this assessment however because it relates to a vastly different experience I had upon my later return to the Homicide Unit. The following information was part of my IDP assessment:

- a. Constable Kim Prodaniuk joined the Homicide Unit on January 13, 2015 as an IDP. I had the opportunity to supervise Kim during her time in Homicide and she was a consummate teammate and overall professional. Some of the attributes that made Kim a valuable and productive member of our team was the high level of consistency she displayed on a daily basis. Kim continually sought opportunities to assist and take on tasks to assist with moving our investigations forward. As a result, Kim had been provided the opportunity which challenged her ability in warrant writing, file management and interviewing. Kim completed her tasks in a timely but efficient manner while ensuring they were completed with a high level of proficiency. It should be noted that while in Homicide, Kim on a consistent basis was available to respond to requests for call-out at all hours of the day or night. As this is not an expectation, Kim had made sacrifices for needs of the team. Kim's dedication is commendable;
- b. Kim continually sought opportunities to develop her investigative skills. I have listed a few of the investigations and roles that Kim had undertaken during her time in the Homicide Unit:
- c. Cst. Kim Prodaniuk over her time in Homicide demonstrated a good base to her investigative skills and was a welcomed addition to the Homicide Unit. Kim communicated and worked alongside her peers while using a respectful approach and I would like to take this opportunity to thank you, Kim for all of your efforts during your time with us. Your efforts were noted and appreciated by all those you impacted in a positive manner".

Attached hereto and marked as **Exhibit "J"** is my IDP performance assessment from 2015.

Homicide Unit – Missing Persons Team

292. In September 2015, I worked full time as a Constable in the Homicide Unit on the Missing Persons Team (MPT). I understood that the position I was filling was a newly created position to alleviate a high workload that the MPT had experienced. My first day in the unit, I learned that my new supervisor, Sgt. Christina Witt, was away from the office on a leadership course with Sgt. Lotzer for almost a month.

293. After Sgt. Witt's course was over, she said that on her leadership course the CPS gave her a tool to determine what kind of follower I would be to her leadership. She directed a teammate and I to fill out a survey and return it to her. After she reviewed my results, she called me to her office and said that the survey showed that I was a critical

thinker, and although critical thinkers were necessary to advance investigations, I would be a difficult employee for her to lead.

Sergeant Christina Witt

294. In September 2015, Sgt. Witt sent out an email to Cst. Lynn MacDonald, Cst. Tony Murphy, and I with dates to meet with Sgt. Witt both privately and one on one about "unit expectations". I met Sgt. Witt in a private office. I brought a notebook with me so that I could responsibly write down any expectations for the workplace. I had no knowledge about things like workflow, naming conventions, timeline expectations, files I would be assigned, and other very basic operational requirements.

295. In the meeting, Sgt. Witt also had a notebook with her that she was writing into. She removed what looked like a loose-leaf piece of paper from her notebook and began reading out loud a list of unit expectations point by point. I began writing notes about things I felt were important in my notebook in front of her. Sgt. Witt began looking increasingly tense and appeared to escalate in her agitation. I did not understand why this was happening. I began second guessing myself, wondering if she thought that breaks in eye contact were an issue, but she could see me writing notes. I had also been trained by CPS to take notes of important information beginning in recruit training, including during briefs like that with Sgt. Witt. We are trained that *'if it isn't in your notes it doesn't exist'*. Most importantly, I am a visual learner, and writing down instructions assists me.

296. Sgt. Witt then stopped talking about unit expectations abruptly, raised her voice and in accusatory tone stated: *"are you writing notes on me"*? I was not taking notes on Sgt. Witt. I was taking notes about unit expectations and said this to Sgt. Witt in response. Sgt. Witt stated that she heard that I "kept a second notebook" on other officers in the CPS and demanded to know if I was keeping a "second notebook" on her. I held my notebook open on the page I was on and presented it to her, offering her to take a look. Sgt. Witt declined to look at it and continued in her accusation. She said that she had heard about my reputation prior to my interview for my position but hired me anyways because she wanted to give me the benefit of a doubt.

297. Sgt. Witt became argumentative with me. At one point, she told me to just level with her. I felt like I was being interrogated for a crime; she attempted to solicit an agreement from me that I kept a second notebook on other police officers, and she tried to convince me to agree with her that a normal person would conclude that the optics of my reputation and what she was seeing evidenced my dishonesty about keeping a second notebook. Each time I tried to dispute her accusations she appeared more and more agitated and told me to stop interrupting her and continued to repeat her logic again and get me to agree with her.

298. I wondered if Sgt. Witt had possibly lost control of herself. I tried to leave the room and Sgt. Witt ordered me to stay. She stated that the Homicide Unit needed to be able to trust me because of the seriousness of the work they do. She said she didn't know how to help me and had tried to give me the opportunity to be honest with her. She stated that the Homicide Unit needed a person who was a suitable fit for the unit, and that she would have to think about some things. I believed I was about to be fired from the Homicide Unit by Sgt. Witt for a rumour she heard about me.

299. After I tried to get up to leave, Sgt. Witt told me that she too had rumors about her in the CPS. She told me that she had done something wrong and was trying to rebuild her reputation in the CPS. I broke down crying. I was not expecting Sgt. Witt's level insistence that a negative reputation about me was valid, especially during a unit expectations meeting. I do not know why Sgt. Witt was so motivated to establish my reputation in the Homicide Unit; as it had absolutely nothing to do with police work. I told Sgt. Witt that I thought murders of innocent people would have been the boundary for the CPS to allow my reputation to affect. She said that she and I would "make it work". I have no idea what she meant. I asked to go home for the rest of the day and did.

300. At the end of December 2015, I attended Sgt. Witt's office after another situation where Sgt. Witt accused me of being insubordinate for an event she was not witness to. I tried to resolve tension with her. I asked her if her understandin that I kept second notebooks was what was really behind the conflict because the theme seemed to be related to keeping second notebooks and respecting her authority.

301. Sgt. Witt said that she was going to be very blunt with me; management *"up high"* told her to ask me if I keep notes on supervisors because *"they can't have that in Major Crimes"*. Sgt. Witt refused to name the "up high" manager who directed her to tell me this.

Constable Lynn MacDonald

302. During the first few days of me starting in MPT, Detectives I had worked with on homicides started inquiring about my interest in continuing work on homicide investigations. On one occasion, Det. Zavisha approached me at my desk

and joked with me that he was going to "call dibs" on me first now that I was back in Homicide. He asked me if I was interested in continuing to write Applications for a homicide I had been previously designated as an Affiant for, and I said yes. He asked me to meet himself and another Detective privately. Briefings like this occur to understand projected time commitments and inquire about the availability of investigators. Det. Zavisha told me he may our supervisors to have me redeployed as an Affiant.

303. When I returned to my desk, Cst. MacDonald said she was aware the requests I was getting from Homicide Detectives to work on their files. She accused me of not following the chain of command and said that I needed to tell Sgt. Witt about requests in the future; I would need Sgt. Witt's authorization; not my own initiative to do work for Detectives who were not my supervisors. I told Cst. MacDonald that I had not once accepted any work or direction from any Detective.
304. I was aware of the CPS chain of command and the Major Case Management (MCM) system from having taken the training available in MCM in the CPS, and Alberta Specialized Law Enforcement Response Teams training (ASLET). I am not required to ask permission from my Sergeant to receive information from other police officers. Similar situations would repeat themselves with Cst. MacDonald eavesdropping on conversations from afar, then accusing me of accepting tasks and roles in homicide investigations that I had not. Cst. MacDonald had reported this to Sgt. Witt so many times that at several intervals, Sgt. Witt would remind me to accept direction only from her. Sgt. Witt went to the measure of having a Homicide Unit Staff Sergeant announce in a unit meeting that all requests for assistance must be run through Sgt. Witt. I had previously approached Sgt. Witt about the constant misrepresentations and issues Cst. MacDonald was having with understanding MCM and the duties of an Affiant, and Sgt. Witt's response was that Cst. MacDonald was a rude person who was rude to her also, and it was just "Lynn being Lynn".
305. On a later date, Cst. MacDonald told me that my position was to relieve the workload of pre-existing MPT members, and it frustrated her when Detectives tried to pull me away from missing persons work. She said she was trying to take a leadership position on the team and that being tied up in a heavy caseload was preventing her from doing other things on the team.
306. In March 2016, I was an Affiant for a homicide investigation. Cst. MacDonald was a short term acting MPT Team Sergeant during this time, as such, I'll refer to her as A/Sgt. MacDonald for this event. A/Sgt. MacDonald consistently made false insubordination claims against me. This resulted in Sgt. Witt asking me to attend an office on March 8, 2016. I believed it was possible that Sgt. Witt would try to discipline me for something that was not an infraction and was based off bad information from A/Sgt. MacDonald.
307. I spoke to CPA Director John Orr who was also a detective in the Homicide Unit about the situation. He said that there was no one from the CPA to attend the meeting with Sgt. Witt as a witness, and that I would have to let the meeting happen, and I could try to ask for mediation if anything went awry.
308. Because there were no CPA Directors available, I audio recorded the meeting on March 8, 2016 covertly from my personal cell phone. During this meeting, Sgt. Witt attempted to coerce me into a false confession of insubordination behind, with no witnesses present. At one point in the meeting, A/Insp. Rob Davidson, Duty Inspector entered the room, at which point Sgt. Witt changed in her tone and demeanor, and told Insp. Davidson I had apologized for something I had not.

CPA

309. After I walked out of the meeting on March 8, 2016 I took a stress leave from the CPS. I went directly to the CPA. I met with CPA President Kaminski and told him I wanted to proceed formally against the CPS for years of harassment, defamation of my character, and injuries. He referred me to CPA VP Lomore and said he would be assisting me, as CPA President Kaminski had a heavy caseload. In 2016, CPA VP Lomore also had nearly 25 years service with the CPS and had been a long-term Finance Director in the CPA.
310. I dealt with A/SSgt. Krista Ryan, Acting Staff Sergeant of HR regarding my return to work and she advised me that Insp. Coleman was the new Commander of the Major Crimes Division. A/SSgt. Ryan told me that Insp. Coleman asked HR to pass along the message that he wanted me to return to MPT when I was ready and did not want me to transfer out of the unit.
311. I met with CPA VP Lomore and told him I wanted to proceed formally against the CPS for years of harassment, defamation of my character, and injuries. I advised him that I had been targeted my entire career and had been involved in the 2013 workplace review which he scoffed at. I told him detailed information about how incidents were interconnected with defamation and told him about incidents in the Homicide Unit.

312. CPA VP Lomore had a tone that he had heard this type of thing many times and it was just how the CPS treated employees, like he was offering me his condolences. He said it was a hopeless issue because the system was stacked against members complaining about workplace harassment. He made specific references to how the system is stacked against the CPA. He said if I filed a grievance the CPS would intentionally delay it and I wouldn't have a grievance hearing for years and would be making myself an even bigger target because I filed a grievance and would have to work with the same officers I named in the grievance every day who he said would turn up the heat on me. He said the CPA doesn't have any power in comparison to the city, the city makes the final decision on matters concerning workplace complaints, that the city is financially motivated and it's not about "people" it's about money. He said "politics" are in play in a labor relations manner. He told me that "all I would get" is \$5000 at the "end of this". He referenced the cost to the CPA to hire me a lawyer for a \$5000 outcome. I told him it was not about \$5000; it was about ending the non-stop workplace harassment and dealing with the impact on my health and quality of life. He told me that what I was alleging was "tyrannical behavior" and that "no Chief had been done for tyrannical behavior since Jack Beaton". He made reference to a case in the Edmonton Police Service where a Chief had been grieved for tyrannical behavior that was recent at the time but was either unsuccessful or had been not yet concluded.
313. I told him that I wanted legal representation from the CPA on this matter and that it extended far past a grievance for tyrannical behavior, and at that point he became defensive. He told me he did not have to provide me with legal representation just because I asked, and that it was up to him whether or not I received a lawyer from the CPA. He told me that he would personally evaluate the details of my claim before deciding what kind of representation to give me and told me for that to happen, I would have to write out every single incident, date, and member involved in a chronology for him in a document. I advised him that I would run out of a 60 day timeline just writing the document itself because it would be over a hundred pages long, plus I would have to comb through my own records; and all of this would be on my time off work, and even worse, in between frequent homicides that I was instructed to remain on call and unpaid for by Sgt. Witt. What CPA VP Lomore was asking me to do was not possible to do in 60 days, nor would he himself be able to review the volume of information to determine if the CPA would hire me a lawyer before those 60 days were up. I told him this and he acknowledged it wasn't possible and advised me to check in with him in a few days instead.
314. When I followed up with CPA VP Lomore, he told me that the process made it impossible to file a grievance of this nature in 60 days, that it would be years until I got resolution, and again reminded me that it would yield me "maybe \$5000". He told me my issue was complex. I told him again that it was not about \$5000; it was about ending the non-stop workplace harassment and dealing with the impact on my health and quality of life. CPA VP Lomore livened up quite quickly and told me that he could 'make that happen' if 'that's all that I wanted'. He seemed almost giddy at this point, like he had some kind of evil master plan in mind. CPA VP Lomore told me he would not be hiring me a lawyer because he had a different plan. He was going to "call up Donny Coleman", and for lack of better words; threaten Insp. Coleman to get the retaliation and harassment to stop. CPA VP Lomore explicitly stated that based on who was retaliating against me; Sgt. Witt, that the CPS may want to end that quickly and that they knew the reasons why.
315. I believe CPA VP Lomore was insinuating that if Sgt. Witt was the subject of an investigation or grievance, that her CPA matters, in particular her recent 'bad behavior', would become problematic for the CPS, and they wouldn't want that to become a problem. CPA VP Lomore said "leave it with me" and told me he would call me after he spoke to "Donny".
316. Everything seemed to become so simple and clear cut to CPA VP Lomore at this point. He seemed to be no longer overwhelmed or drowning in the complexities of my file that he was before. He was no longer vigorous about predicting reasons why a grievance wouldn't work, he was vigorous about calling "Donny Coleman".
317. I remember having an absolute sinking feeling that the underhanded way of dealing with CPS employees was surfacing again in CPA matters, almost like blackmailing. The way the CPA was going to deal with a decade of sexual harassment and discrimination was to refuse to retain me a lawyer and refuse to file any formal action against the CPS. The way the CPA was going to represent me, was to not represent me; they were going into the underground to illicitly threaten "Donny Coleman". The CPA were not representing me in any manner that even closely resembled a formal system or process. Instead, the CPA dove into an illicit game of chess with the CPS. The CPA positioned me like a chess piece against the CPS by proclaiming I held a checkmate position over Sgt. Witt outside of the CPS workplace and inside the CPA. My CPA checkmate position was that the CPS would not want my CPA matter to put her CPA matter into the limelight. For the CPS to avoid checkmate in the CPA, "Donny Coleman" had one option; to instruct Sgt. Witt to stop retaliating against me for whoever the mystery officer "up high" was to spread the word to the CPS Executive that the CPA would checkmate them anytime they tried it again. This checkmate situation failed me.
318. CPA VP Lomore advised me he spoke to Insp. Coleman who wanted to arrange a meeting prior to my return to work. CPA VP Lomore stated that he would be unable to attend the meeting because he was going on vacation. I asked

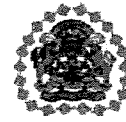
him if another member of the CPA Board of Directors could attend in his absence and he said no one was available, everyone was on holidays. I contacted Sgt. Ryan from HR and asked her to attend the meeting with me because last time I dealt with Insp. Coleman alone it did not go well.

319. During the meeting, Insp. Coleman promised me that the situation that happened in MPT would not repeat itself again. He said he had instructed members of MPT to end it, and they welcomed my return. He oddly made a reference at the end of the meeting to being "best friends" with "Sat Parhar". I am aware that a powerful network exists inside the CPS referred to as "FOS" which stands for "Friends of Sat", and that they operated on the premises that if you mess with one, you mess with all. The existence of FOS is well known inside and outside the CPS.

MPT Return

320. On the first day I returned to MPT in July of 2016, Cst. MacDonald refused to acknowledge my existence. At one point on my first day back, she walked past my desk, entered the office of Ms. Pace, and slid the door shut. Ms. Pace's office is about five feet from my desk. I can hear conversations through the door. I heard Ms. Pace say "why is she here, she doesn't belong here" to Cst. MacDonald. Things started deteriorating quickly with Sgt. Witt and Ms. Pace became involved in fault finding with me.
321. Sgt. Witt created a 2016 annual performance assessment for me a few hours before it was due. Sgt. Witt omitted information that would assist me in the future in being promoted. A person reading my assessment would have never known I was the Primary Investigator on a homicide investigation as a Constable, which is a rare event in the CPS, nor had spent the majority of my time in MPT doing Detective level work on homicide investigations. In my assessment, Sgt. Witt was sure to include an evaluation point that discredited my trust, and contrary to Insp. Coleman's determination that what happened to me was wrong, and his statement that it would not happen again.
322. Around October 21, 2016, I was approached by Ms. Tracey Lowey in the hallway outside of the Homicide Unit near the women's washroom. Ms. Lowey stopped me in the hallway and said she didn't want to talk inside the Homicide unit where other people could hear.
323. Ms. Lowey stated the following: "I can see what they are doing to you in there". I asked her what she meant, and she said the same thing had happened to her and that she had filed a complaint about it, but was strictly told by her direct supervisor, Ms. Lisa Garey, that she must "stay out of anything happening between Kim and Trish in the unit". Ms. Lowey told me that she would not "be allowed to testify" on the targeting of me that was happening based on an agreement she had reached between herself, Ms. Pace, and Ms. Garey. Ms. Lowey told me that she knew what the dynamics were in the unit. She stated that Ms. Garey, Ms. Pace's direct supervisor, and Ms. Pace were friends and that they drink wine together during their time off. Ms. Lowey said she felt Ms. Garey was not impartial to "whatever is going on".
324. On October 31, 2016, Ms. Pace and I met in a private office. I asked her why she stated that I didn't belong in the Homicide Unit. She said because she felt I didn't belong and didn't like it when I had previously asked her to conduct an urgent search while she was speaking with Ms. Garey. I told Ms. Pace that my supervisor at the time, A/Sgt. Murphy, directed me to ask her twice because it appeared she and Ms. Garey were casually chatting, and a homicide boardroom briefing could not begin without the information from her.
325. Ms. Pace asked if she could give me some advice. She said that she had a female friend who was a really attractive woman, and her friend used a strategy to ensure other women were not intimidated by her by sweetening their tone of voice and complimenting other women on their shoes and outfits. One hour after our discussion, Ms. Pace posed for a photograph in the Calgary Herald in an article titled '*Female officers step forward to defend maligned male colleagues*'. I was one of the 13 female officers who came forward with a formal complaint via our former Lawyer Rachel West that the article was replying to. The article references " ...A number of those supporters, civilian and uniformed, have called Postmedia to express positive experiences with CPS, including homicide analyst Trish Pace, Det. Christina Witt, and Cst. Nicole Barrett".
326. Sgt. Witt was eventually removed from her position as MPT Team and placed in homicide. Cst. MacDonald became a long-term acting Sergeant for MPT for the remainder of my time in MPT. A/Sgt. MacDonald slowed down in her insubordination accusations but maintained hostility toward me. The work environment in MPT had become so poisoned, it interfered with my ability to get assistance in investigations. On December 14, 2016, I approached A/Sgt. MacDonald in her office to ask a question about a search for suspicious missing persons files we conducted daily in MPT. A/Sgt. MacDonald began swearing at me in her first sentence she spoke to me. It was very strange. She then sent me an email apologizing.

TAB A



Regimental Number: 4493

Last name: Prodaniuk

Position: Senior Constable Level 1

First Name: Kimberley

Preferred First Name: Kim

E-mail Address: pol4493@calgarypolice.ca

Event Title: Public Compliment

Competencies: *Fostering
Relationships

Date Reported: 17-Mar-2017

Status: Sent to Supervisor

Positive/Negative Event:

Event Description: August 22nd, 2016

In the last several weeks our family in Edmonton had lost touch with a family member in Calgary. While we attempted to contact him, it was without success.

We were forced to seek the services of your Police Service, although we knew you were already under severe constraints with a rising crime rate.

We were most gratified to be contacted very promptly by CST. KIM PRODANIUK - of the Missing Persons - Homicide Unit.

She determined that our family member had failed to contact us over two months and ensured that he did so. She additionally made suggestions in a follow up communication to avoid such a contingency like this in the future.

Cst. Prodaniuk was prompt and courteous and exhibited all that is the very best in professional policing in Alberta. We are most grateful for her personal attention to this matter and her follow up in a later phone call.

Thank you sincerely,

Bert and Caroline MacKay

Reported By: Aileen Leonor

Reported By Position: PEAKS/ HRIS Application Administrator

Reported By Rank:

Supervisor Comments:

Area Commander Comments:

Employee Sign-Off Date:

THIS IS EXHIBIT " A "
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

Jennifer L. Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta

My Commission Expires: May 25, 2020



Event Title: Case 15301116

Competencies: Decisiveness
Relationship
Building
Self Confidence
Dedication
Team Building and
Teamwork

Date Reported: 10-Nov-2015

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

On 2015/07/21 at approximately 17:06 hours a report was received from Ma Rhea Alvarez, that her ex-husband Michael Bautista may have abducted their five year old son, however, it was quickly established that child had not been abducted, but, more of a custody dispute as the father had failed to return the child to the home. At this time there was a mutual parenting agreement that he should return the child by 16:00 hours to the mother's home, however, at this time the mother was not concerned for the child's safety, as neither parent had applied for a passport for the child. Bautista is known to police and had outstanding warrants, and as far as possible avoids carrying anything that may be tracked, to avoid being located by police, thus making the investigation all the more harder.

When police attended the address that Bautista should have been residing at, they found that he was no longer there. Cst Gary Shaw #4197 and Cst Kim Prodaniuk #4493, became more concerned by Bautista's criminal history and the fact that Family Child Services are also involved and concerned about the welfare of the child (Myka), and the fact that Bautista is also due to be deported when his current sentence has been completed which may compel him to leave the province to avoid deportation and taking the child with him.

Attempts to ping his cell phone when it was turned on showed that he was in the Pineridge area, but, carrying out an extensive and lengthy investigation, during which time Bautista had also called Alvarez stating that he had seen police and feared that they would arrest him on sight, eventually arranged for the child to be returned by a third party at 00:30 hours, so that he was not arrested.

Despite the fact of a very in-depth investigation by Cst Shaw and Cst Prodaniuk, it is my belief that Bautista may very well have taken the child, but, by using all the resources available to them and their combined approach to a solid investigation leaving no stone unturned, they eventually managed to force the male to realize that police were not going to stop and that they were closing in on him and that the only option was to return the child to his mother.

Despite police pulling away from the address in the hopes of apprehending Bautista as well, he did not return to his home address or come near to his ex-wife's address to enable for his arrest, but, the main result was that the child was returned safely.

To conclude this matter a long and well documented PIMS report was submitted giving all partner agencies a concise and professional view of this family unit to prevent further incidents from reoccurring or causing embarrassment in any future dealings with this family.

A/Sgt Johns 4777

Reported By: Carl Johns

Reported By Position: Senior Constable Level 1

Reported By Rank: Sr Constable II

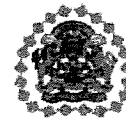
Supervisor Comments: Good team work Cst. PRODANIUK and Cst. SHAW
Det. Christina Witt #3394



Area Commander Comments:

Great job Kim thanks very much

Employee Sign-Off Date:



Event Title:	Mentoring a fellow peer through an in-depth sexual assault investigation
Competencies:	Decisiveness Communication Relationship Building Service Orientation Self Confidence Dedication Team Building and Teamwork Sworn Core Functions - Team Cst
Date Reported:	11-Jul-2015
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

In May of 2015 Cst. Aga Phalen investigated a sexual assault file where a victim was sexually assaulted by an offender who told her that he had HIV after the assault. Aga completed the investigation and later received a Police Action Request (PAR) from the Crown's Office requiring her to complete several investigative steps including the possibility of multiple search warrants to obtain the offender's HIV status. Aga had limited experience in writing search warrants at which time Cst. Kim Prodaniuk who was well versed in writing search warrants volunteered to help mentor Aga through the investigative process. Kim was currently on duty and placed her own follow-up aside to spend the entire shift (approved through the street Sergeant) to assist Aga and help mentor her through an in-depth investigation.

Kim reviewed the PAR and noted that one suggestion was to consider searching the offender's prescription records and that a search warrant on the offender's residence could be considered for medical records. It became apparent however, that after Kim had reviewed the file there did not appear to be enough information to support a search warrant on the offender's residence, so that left only one option for obtaining a Production Order for HIV status and prescription records.

Kim faced several challenges throughout this mentoring process. One challenge that immediately stood out was the fact that the PAR involved several requests which required an enormous amount of time to complete. Kim also observed that the PAR was overdue and had to prioritize the sequence in which ones needed to be completed immediately. The crown was then contacted with an update and an extension requested in order to complete the requests.

Kim then discussed with Aga a strategy of how to get the information required for a Production Order to determine if the offender had HIV. Aga put forward some ideas about obtaining his HIV status by contacting his work healthcare insurance provider, while Kim committed to researching any official HIV status held by different government bodies. At this point it became apparent that Aga would be authoring an omnibus order, which was more challenging, especially with her having limited experience. At this point Kim faced two challenges; one was getting Aga to have an understanding of the new post Bill C13 Production Orders, and two, to help her understand omnibus orders. Kim was successful in teaching Aga the information by segmenting it into two learning areas to help her understand it.

Kim provided Aga with up to date templates relating to Production Orders and discussed these templates and the different information that was now mandatory on Production Orders since Bill C13 was implemented. Secondly, Kim verbally explained omnibus orders. Realizing that we were both visual learners, Kim drew diagrams to describe the different documents needed, explained the identifier numbering system applied to omnibus orders, and naming conventions to keep organized from the beginning.

Kim continued mentoring Aga by assisting her through several internet inquiries, telephone calls to different federal and provincial government healthcare units, as Provinces are individually responsible for maintaining records on a person's HIV status. Kim then contacted Det. Woo, who she personally knew, in sex crimes to ask for his advice as a subject matter expert. Det. Woo referred Kim to Det. Archer who she spoke with and learned that Aga had received an email from Det. Chartrand who (previously unknown to Kim) had been assigned to assist Aga with the file. It appeared that Det. Chartrand was frustrated that he was not the sole point of contact for file organizational reasons, and had stated that in the email which Aga was concerned about.

At this point Kim contacted both Det. Archer and Det. Chartrand and mediated some issues that had arisen between them and Aga. Kim was able to make a mutually agreed upon plan that involved Aga authoring the ITO, while Kim reviewed it for technical content, and it would be forwarded to Det. Chartrand prior to being submitted to court for investigative content. Kim communicated this to Aga, and tried to keep it moving in a positive direction and reassured her that it was all 'doable'.

As a result of Kim's assistance and mentoring skills, Kim was successful with the following:

- Obtaining judicial authorization for a Production Order;
- Meeting the deadlines of the PAR from the Crowns Office;
- Obtaining information about the offenders HIV status;
- Determining if the sexual assault charge should be upgraded to aggravated sexual assault;
- Giving peace of mind to the victim (who was currently undergoing HIV testing);
- Mediating conflict between the primary investigator and Detectives;
- Keeping all parties involved in the investigation moving forward together in the same direction.

Kim, I am extremely impressed with the support you provided for your fellow peer. You placed your own priorities aside recognizing the importance of helping a fellow officer in a time of need. This clearly demonstrates your dedication to the service as well as your dedication in mentoring fellow peers in times of need. You ensured the integrity of the investigation wasn't compromised by meeting the deadline dates set by the Crowns Office as well as helping to mediate a conflict between investigators that could have jeopardized the investigation.

Kim, excellent work and a job well done.

Sgt. Harwood 3730
2015/07/11

Reported By:

Steven Harwood

Reported By Position:

Patrol Sergeant

Reported By Rank:

Sergeant

Supervisor Comments:

Wow!!!! Sgt Harwood really says it all in his comments Kim!!! This is definitely one of those examples that makes you stand out from the crowd. I know that there are very few street Constables which could have taken this investigation on the way you did and mentor, mediate and execute the necessary steps which aided in this thorough investigation. Thanks for all your hard work!!!!
Sgt Mark Heemeryck #3377

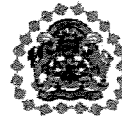
Area Commander Comments:

Good work Kim.

Employee Sign-Off Date:

Terry Larson #2799, Inspector, District 5
27-Aug-2015

Event Title:	10-11 # 15244938
Competencies:	Decisiveness Service Orientation Self Confidence Dedication Team Building and Teamwork
Date Reported:	24-Jun-2015
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>On Wednesday, June 17th, 2015 the complainant Stephanie Steffler contacted police in regards to a domestic complaint that she was the victim of with her husband, Timothy Steffler. According to Stephanie she was threatened, assaulted, held against her will and choked by her husband just moments prior to calling 911.</p> <p>CPS members Cst Jay Small and Cst Kim Prodaniuk responded immediately to the address to insure the safety of the complainant and anyone else in the home. Upon arrival Cst Small took control of the scene and attended to the frantic victim, Stephanie Sheffler. He insured her safety, took a detailed statement from her and insured that she had emotional support from family members who showed up on scene shortly after the incident. He also requested EMS to respond but the victim refused any EMS. The victim was concerned that her husband fled on foot to pick up their 8 month old child from the daycare facility only blocks away, based on this information Cst Prodaniuk rerouted to the daycare facility to insure the child was safe and to return the child to the home address with his mother.</p> <p>The husband was located shortly after the incident blocks from the home address and arrested for Assault, Overcome resistance by Choking, Threats to Intimidate, Forcible Confinement, Uttering threats to cause death and Uttering threats to Burn, destroy or damage property. Both Cst Small and Cst Prodaniuk were aware of the severity of the situation and without any advice or assistance from anyone else proceeded to work on this file as a team, knowing that it was going to take some time to investigate and interview the accused. Both Cst's then took the time necessary and interviewed the accused and he eventually admitted to the entire event. While Cst Small worked on the report Cst Prodaniuk applied for an Emergency Protection Order which she was granted.</p> <p>This file is a great example of many of the competencies we look for in our members and you both exemplified those qualities while working on this file. Thank you for all your hard work.</p>
Reported By:	Mark Heemeryck
Reported By Position:	Patrol Sergeant
Reported By Rank:	Sergeant
Supervisor Comments:	<p>Stellar work Kim. Both you and Jay demonstrated excellent team work with a mind to ensuring the victim's personal safety while actively and simultaneously directing your efforts to a thorough investigation to ensure their future safety.</p> <p>A/Sgt Jason Hiscock 3731 District 5 Peak Response Team</p>
Area Commander Comments:	<p>Kim,</p> <p>Nice work in insuring the safety of the victim and noting details that will hopefully lead to a conviction in court. Well done.</p> <p>Terry Larson #2799, Inspector, District 5</p>
Employee Sign-Off Date:	27-Jul-2015



Event Title:	Country Hills Close Break Ins and Electronic Tracking
Competencies:	Decisiveness Communication Relationship Building Self Confidence Dedication Team Building and Teamwork
Date Reported:	3-Jun-2015
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>On 2014-12-31, between 1130 and 1400 hrs, offenders committed a residential break and enter at 195 Country Hills CI NW and subsequently stole a 2010 Mazda CX7 Blue, AB PI BCN5674 as well as two separate Apple products (Ipad and Iphone). The responding 7 District members were successful in logging into the victims Apple account to determine a location of the stolen Apple products. That afternoon, I was on duty as the District Sergeant 1401 and made aware of a request for assistance from 7 District whereas they were requesting a unit attend the UHAUL facility in the area of Meridian Rd / 4 Ave NE to look for the freshly stolen vehicle.</p> <p>The IPAD was shown to be moving within the Uhaul facility lot, while the Iphone was elsewhere within 4 District.</p> <p>Considering the nexus to 10-08 offences, the recent time delay, doctrine of recent possession and a very real opportunity to apprehend offenders responsible for possibly multiple 10-08 offences, I requested RTOC and surveillance support so as to not just recover a vehicle with no viable suspects. RTOC was able to provide HEATT support who were dispatched to the area of the Uhaul facility around 1530 hrs.</p> <p>Cst Prodaniuk was on duty in 5 District which had no direct nexus to the complaint as it occurred in 7 District and the products were showing in 4 District. Regardless of this, Cst Prodaniuk has received specific training and has specific access to the Apple system to track Apple products in real time, which is much more precise than the regular system.</p> <p>Knowing this fact, and demonstrating excellent team work and strong initiative, Cst Prodaniuk offered to assist in tracking the stolen Apple products.</p> <p>Cst Prodaniuk contacted me as 1401 and advised me as to her training and abilities and was subsequently able to provide accurate and real time information that allowed responding HEATT, HAWCS and ground units to identify which vehicle was in possession of the stolen products.</p> <p>As a result of Cst Prodaniuk's initiative, a surveillance operation was initiated and the offenders were subsequently identified and arrested for multiple residential break and enters around the city and other property related offences.</p> <p>Kim, thank you very much for your contributions on this investigation. The fact that you identified yourself as being able to help without being asked is a strong example of your work ethic and qualities.</p> <p>Kelly Oberg #3691 District Sergeant - 1401</p>

PEAKS

BEHAVIOURAL EVENTS



Reported By: Jason Hiscock

Reported By Position: Patrol Sergeant

Reported By Rank: Sr Constable II

Supervisor Comments: Kim,

Thanks for forwarding this email. After reviewing PEAKS it appears that this noteworthy is not yet on your file.

Excellent work in realizing the seriousness of the offence and that you had the unique ability to support this evolving investigation. Your work with the bait phone program was instrumental in your understanding and training that you put to good use in this call. Of additional note, this call was occurring outside your district, involving members and events unfolding in two neighboring districts. This situational awareness was key in your ability to first acknowledge what was occurring, and then to be able to put a plan into action that would result in the safe and efficient use of resources and personnel to effect the arrest.

Excellent work all around.

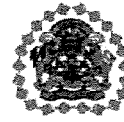
A/Sgt Jason Hiscock 3731
CPS District 5 Peak Response Team

Area Commander Comments:

Kim,
An application of your knowledge and use of technology that furthered the investigation. Nice work.

Employee Sign-Off Date: Terry Larson #2799, Inspector, District 5
15-Jun-2015

Event Title:	INITIATIVE, DEDICATION, TEAMWORK and SERVICE ORIENTATION
Competencies:	Relationship Building Service Orientation Dedication Team Building and Teamwork
Date Reported:	3-Jun-2015
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>On December 25, 2014, Constable Prodaniuk was scheduled to start work at 1730 hours with the Peak Response Team in District 5. At 1500 hours she attended the district office and was dressed, booked on and identified herself to me, the street supervisor, asking to relieve a day shift car crew to attend to their families for Christmas dinner.</p> <p>This simple, selfless act made me reminisce to my early years growing up. I came from a police family and always had my father at home to open gifts and to have family dinner because other members, whether they had older kids, no kids or no other family immediately in the area, stepped up to make sure that people like my dad were able to make those memories that can't be bought back later in life.</p> <p>We as police officers lead a life of civil service and sacrifice and this act, I feel, embodies the spirit of the season, the core values touted to be important by the Calgary Police Service and speaks volumes of the generosity, compassion, dedication and value of her co-workers.</p> <p>Kim, although you did not do this for financial reward or recognition I feel that your actions cannot go without documentation and I hope that your actions and this note help to assist your future and show your character beyond what statistics and calls will not, I know that the car crew you impacted was deeply appreciative of the extra time with their families. Thank you so much!</p> <p>Andrew Fuhrman #3851 Acting Sergeant, 5A4</p> <p>(Uploaded to PEAKS by A/Sgt Hiscock 3731)</p>
Reported By:	Jason Hiscock
Reported By Position:	Patrol Sergeant
Reported By Rank:	Sr Constable II
Supervisor Comments:	<p>Kim,</p> <p>Positive feedback should always be timely. Obviously this noteworthy fell by the sidelines for a bit but it has now come to light.</p> <p>Your actions are a fine example of teamwork, compassion and mentorship. You gave up your own time to start shift early and allow a co-worker the ability to spend precious time with family. We often say that family is the most important aspect to remember in policing, and we should do more to seek out such examples. It was a fine act, and you should be proud.</p> <p>A/Sgt Jason Hiscock 3731 CPS District 5 Peak Response Team</p>

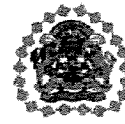


Area Commander Comments:

Thanks for allowing other members to get some holiday time in with their families Kim.

Employee Sign-Off Date:

Terry Larson #2799, Inspector, District 5
15-Jun-2015



Event Title:	Investigation Operation "YAHTZEE".
Competencies:	Decisiveness Communication Relationship Building Service Orientation Self Confidence Dedication Team Building and Teamwork
Date Reported:	31-Oct-2014
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

On 2014 June 14th Police conducted a random licence plate check on an unoccupied BMW X5 parked in the alleyway behind a detached garage at 923 Pinecliff Drive NE. That licence plate was stolen. An unknown person quickly opened then closed the garage door. Police entered the yard and discovered the detached garage man door was left wide open and the lights were left on. Police called into the garage for any occupant, believing that the garage may have just been broken into by an offender driving the X5 bearing the stolen plate. No occupant could be located, and police entered the garage and located two stolen Yamaha motorcycles in plain view, along with a Ford F350 with a punched out lock and damaged ignition. Other items inside the garage led police to believe they had stumbled upon a chop shop.

Constable Prodaniuk commenced an extensive investigation from the information she obtained, utilizing PIMS, CPIC and resources she knew through our Auto Theft and HEAT Units. It was learned that Michael BAUTISTA was responsible for running the chop shop and was cloning vehicles.

Constable Prodaniuk realized that BAUTISTA would now be alerted to the Police investigating his operation, and time was now on BAUTISTA's side. As Constable Prodaniuk was on days off she spent her own time compiling a very detailed and thorough Operational Plan named; "YAHTZEE".

Constable Prodaniuk Operational Plan "YAHTZEE" contained all the relevant and pertinent information which incorporated information to guide both uniform and covert operations. Constable Prodaniuk researched and accurately profiled all the offenders and their past modus operandi ensuring everyone who took part in YAHTZEE, understood their target intimately.

Operation YAHTZEE was then initiated targeting BAUTISTA and an associate, Duc Duy HOANG who was extensive PIP results for gang activity in BC. A total of three different residences associated to BAUTISTA were also listed under this operational plan.

On June 20, 2014 HEATT was provided with the Operational Plan and contacted to initiate surveillance on BAUTISTA, but had other active Priority -1- targets they were committed to at that time.

In early July 2014, Police received anonymous information that BAUTISTA had done a "midnight move" from the residence at his chop shop. Constable Prodaniuk contacted BAUTISTA who indicated he would not cooperate with a planned arrest. On July 7, 2014 Constable Prodaniuk located BAUTISTA operating a Ford F350 bearing a stolen licence plate and arrested him. BAUTISTA has been charged with a total of 16 offences by CPS relating to vehicle theft and cloning. CPS have also liaised with the RCMP Auto Theft unit who have also taken interest in BAUTISTA for attempting to sell stolen, cloned vehicles on kijiji and met a victim at the Cross iron Mills Mall in Balzac where he was able to do so.

BAUTISTA has been incarcerated at the Calgary Remand Centre (CRC) since July 3, 2014 and has a first court appearance on August 15, 2014. HEATT has been updated, and police are planning a controlled release from CRC to identify BAUTISTA's new residence, and gather further information to identify any subsequent criminal activity BAUTISTA may be involved in. In addition, DUST has received two crime stoppers tips on BAUTISTA indicating he sells drugs and has been updated as to the current status of Operation YAHTZEE. Any drug operation will be conducted after the conclusion of Operation YAHTZEE.

Constable Prodaniuk identified an active Chop Shop running out of the residential community of Pineridge. She then took the Initiative to begin gathering information and realized the suspects she was dealing with were career criminals, a threat to surrounding neighbors. Constable Prodaniuk has clearly demonstrated her Dedication,, by spending her own time at home to complete an Operational Plan to stop BAUTISTA from further criminal offences, and endangering the surrounding community.

Constable Prodaniuk Operational Plan "YAHTZEE" covered all the essential investigative information, she made inquiries through her contact in Auto Theft and HEAT to ensure her Operational Plan was complete. Having done so, the transition from Uniform operations to Covert Operations back to Uniform apprehension would be seamless. This Communication networking several Units to a successful conclusion took hours of planning and organizing. Constable Prodaniuk completed 2 briefing notes which up-dated the progress of Operation "YAHTZEE" ensuring all Units Members, Sergeants, Staff Sergeants and Commanders knew the status of the operation.

Constable Prodaniuk knew from the onset that the offenders for this file had the potential to be a threat to the residents of the community. She also knew that while in the initial stages of this investigation valuable evidence and offender's apprehension could be compromised.

Constable Prodaniuk utilized all the resources she had available to quickly and effectively

locate BAUISTA with the resources she had available. On July 7th while on patrol Constable Prodaniuk observed BAUISTA in a stolen Ford F-350. She notified the District Sergeant.

While her back-up vectored to her location, Constable Prodaniuk observed BAUISTA drive into a strip mall park and exit his truck. Constable Prodaniuk seized the opportunity to affect the arrest, and without incident.

Constable Prodaniuk arrested BAUTISTA and conducted an Audio/ Video at District Office, and concluding her arrest she charged BAUTISTA with 17 counts of Auto Theft charges. Kim took a routine "Suspicious Persons" complaint and it evolved into a major Auto Theft, Chop Shop and Re-V.I.N.ing operation within the District. The Accused; Michael BAUTISTA had been incarcerated on 24 Calgary Criminal Code charges as a result of Kim investigation including trafficking in stolen autos, but was released on a \$4,000.00 bond. BAUTISTA's crimes had branched out into the rural districts where Kim has liaised with the RCMP / Cst. Lindsey Williams Alberta Auto Theft Unit/ on further Auto Theft related crimes. Kim took that extra step and profiled BAUTISTA's immigration status and found him to have violated his work Visa. Kim worked with Officer Beau Gavin, Inland Enforcement Officer – Integrated Fugitive Apprehension Unit / Canada Border Services and Virginia Connors Canada Border Services. Kim was advised that BAUTISTA's work visa had expired August 19th, 2014 and with Kim's 35 Criminal charges BAUTISTA will now be deported and band entry into Canada's borders when apprehended.

As BAUTISTA whereabouts was still unknown, Kim continued to try and located BAUTISTA through friends and family members. Kim received information that BAUTISTA had an appointment with a Family Services Social worker. Kim devised an apprehension plan and utilize her CPS covert connections to assist on apprehending BAUTISTA prior to entering the Social Workers office. Kim's plan worked and she apprehended BAUTISTA without incident, arresting him on the remaining 11 Criminal Code Charges. After the arrest, Kim located the truck BAUTISTA arrived in and was able to lay 3 fresh charges, one of those was a firearm related. Canada Border Services plans to impose their Immigration breaches on BAUTISTA, and will ensure he is incarcerated until he is deported, preventing any further criminal activity. Kim received a "Thank You / Job Well done phone call from A/ Supervisor Geoffrey Martian / Inland Enforcement and Intelligence Division / Canada Border Services for all the work and cooperation with Canada Border Services.

Reported By:

Gary McAuley

Reported By Position:

Patrol Sergeant

Reported By Rank:

Sergeant

Supervisor Comments:

I would like to compliment Constable Prodaniuk for her excellent investigative abilities, in taking the lead to a complicated investigation. Her knowledge and dedication to take the correct investigative steps to ensure a thorough police investigation was completed. Kim, Thank You for all the hard work you placed into this investigation, continued success in all you career endeavors.

Gary S. McAuley #2427
Sergeant, District 5 Peak Response Team

Area Commander Comments:

Kim,
A well organized investigation with objectives that were attained. Your ability to do this from the street is admirable and the relationships with external partners are important pieces in the investigation. Well done!

Terry Larson #2799, Inspector, District 5

Employee Sign-Off Date:

10-Nov-2014

Event Title: Case #13423413

Competencies: Communication
Relationship
Building
Team Building and
Teamwork

Date Reported: 8-Jul-2014

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: ****N.B.**** In May 2014 this was submitted as a Behavioral Observation but should have been submitted as a Behavioral Event so create a permanent record on the officers PEAKS.

On November 12, 2013, Cst. Prodaniuk contacted investigators of the Auto Theft Unit seeking advice on an investigation. Her investigation identified several auto theft targets that were involved in the theft of a 2013 White Toyota Tundra valued at over \$40,000.

Her victim had purchased the truck from auto theft target, Aimen OMRANI. The victim left the truck with OMRANI while he went on holiday's overseas. While the victim was gone, OMRANI had sold the truck. OMRANI has been suspected of being involved in several vehicle frauds, vehicle cloning/re-vinning, and shipping vehicles overseas. By the time Cst. Prodaniuk had started the investigation, the truck had changed hands many times and all parties involved are associated to Organized Crime. The whereabouts of the vehicle was unknown. Auto Theft investigators offered to investigate this, however Cst. Prodaniuk was persistent in the fact that she wanted to investigate this and learn these types of investigations. These investigations are very difficult and confusing, but Kim stuck with it. Unfortunately, in December, Kim's father passed away and investigators offered to assist once again, but she showed dedication and insisted on finishing the file.

During the investigation, Kim contacted Auto Theft investigators on a regular basis and kept them up to date. She was also not afraid to ask questions or for assistance. She continued to interview individuals involved and eventually located the truck and had it seized. The last registered owner had his lawyer contact Kim and although he was aggressive and somewhat unprofessional, she remained professional. This caused the lawyer to be apologetic and eventually the lawyer withdrew his representation. She was also being contacted by the insurance investigator on a regular basis and was required to work with him to achieve a positive outcome.

Although all parties involved produced bills of sales for the vehicle, Cst Prodaniuk was able to prove that one of the bills of sales was fraudulent and laid criminal charges against OMRANI. She was able to do this by working with Service Alberta obtaining all records and bills of sales.

I wish to commend Cst. Prodaniuk on her dedication and hard work. These auto theft files are extremely confusing and difficult to investigate. Kim is a very team orientated person and worked well with investigators from Auto Theft. She also worked well with the insurance company and all other outside agencies.

Reported By: Curtis McMurphy

Reported By Position: Detective

Reported By Rank: Detective

Supervisor Comments:

Another Great example of Kim's ability to dig a little harder and deeper to get the investigation fully exposed. Kim constantly demonstrates she possess the investigative knowledge to check all angles of the investigation to expose all the criminal actions of person(s) she charges. Continued success in all your career endeavors, your hard work and devotion is greatly appreciated.

Area Commander Comments:

Kim,

A good example of diligence and tenacity in the face of obstacles produced a great result in bring this organized crime figure to the system of Justice. Well done.

Employee Sign-Off Date:

Terry Larson #2799, Inspector, District 5
14-Aug-2014

Event Title: Operation TITAN

Competencies: Decisiveness
Communication
Self Confidence
Dedication
Team Building and Teamwork

Date Reported: 10-Mar-2014

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: Operation TITAN

Self Confidence
Team Building and Teamwork
Decisiveness
Dedication
Communication

In February 25 of 2014 I was the street boss for the takedown of Operation TITAN, which involved a cocaine drug trafficking organization in the northeast. During the course of the takedown day members of the DUST 40s were successful in arresting two of the targets and located and began surveillance on our last target. I called the north District Sergeant for assistance for the arrest of our last target and Cst. Stevenson and Cst. Prodaniuk volunteered for the assignment. During the surveillance Cst. Stevenson and Cst. Prodaniuk communicated with members of DUST to update their location. When the opportunity presented itself they moved in to conduct the traffic stop and arrest our subject. During the traffic stop the target drove into an isolated acreage on the edge of the city limits. After the traffic stop Cst. Stevenson and Cst. Prodaniuk moved in and quickly arrested our target and detained the passenger. The passenger became aggressive and verbally abusive. At the same time people from the residence exited and walked towards the officers becoming increasing verbally abusive towards the officers. Cst. Stevenson and Cst. Prodaniuk took control of the situation, arresting the passenger as well as one of the people from the residence. During this incident Cst. Stevenson and Cst. Prodaniuk kept in communication with Members of DUST, keeping them up to date with the situation. After other units arrived Cst. Stevenson and Cst. Prodaniuk helped direct other officers to control the scene for DUST members to search the vehicle and arranged to have the arrests transported back to West Winds Campus. Once at West Winds Campus Cst. Stevenson and Cst. Prodaniuk did not hesitate to help the DUST unit with reports. During the debrief Cst. Stevenson and Cst. Prodaniuk were well spoken, articulated themselves well and were professional. All the DUST members were impressed with the work of Cst. Stevenson and Cst. Prodaniuk and without their hard work and dedication I would not have been able to complete the operation as efficiently and smoothly.

Thanks for the hard work Cst. Stevenson and Cst. Prodaniuk.

Thanks

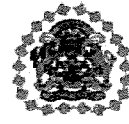
Cst. Derek Coffyne 4207
Drug Unit



Reported By:	Derek Coffyne
Reported By Position:	Constable
Reported By Rank:	Constable
Supervisor Comments:	<p>This is another fine example of Cst Prodaniuk's ability to work in a team environment. She is a valued member of the district.</p> <p>Kim keep up the great work it does not go unnoticed.</p>
Area Commander Comments:	<p>Sgt Todd Rolfson #3037</p> <p>Your professionalism, decision making, timely communications, and team work are exemplified in this example. Well done Kim!</p>
Employee Sign-Off Date:	<p>David Kotowski #2850</p> <p>Inspector, North District /Airport</p> <p>31-Mar-2014</p>

Event Title:	Operation Dynamite Kid
Competencies:	<p>Communication</p> <p>Relationship</p> <p>Building</p> <p>Self Confidence</p> <p>Dedication</p> <p>Team Building and</p> <p>Teamwork</p>
Date Reported:	5-Mar-2014
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>Starting on October 22 2013, the District 4 Operation Team, in conjunction with the Calgary Police Service Vice Unit conducted a 4 day vice sting named Dynamite Kid that targeted the ongoing organized crime problem of prostitution. This is an issue that has been ongoing in the community of Forest Lawn for many years. The purpose of this operation was to target the "Johns" who continue to victimize the women who are involved in the sex trade industry. Cst. PRODANIUK participated in the operation in the capacity of an undercover operator. Cst. PRODANIUK has participated in vice stings in the past bringing a wealth of knowledge, making it one of the most successful stings in District 4 history.</p> <p>In total there were 34 criminal charges made, 27 violation tickets issued, 33 checkups made up and 24 vehicles seized.</p> <p>Thanks Kim for your hard work and commitment to help make Forest Lawn a better place to live.</p>
Reported By:	Ray Hostland
Reported By Position:	Constable
Reported By Rank:	Constable
Supervisor Comments:	<p>Excellent work Cst Prodaniuk! You left a great impression with the Vice Unit.</p> <p>Keep up the great work.</p>
Area Commander Comments:	<p>Sgt Todd Rolfson #3037</p> <p>Difficult work yet important. Thank-you Kim for your contributions to a very successful operation!</p> <p>David Kotowski #2850</p> <p>Inspector, North District/Airport</p>
Employee Sign-Off Date:	31-Mar-2014

Event Title:	Origin
Competencies:	Communication Service Orientation Dedication Team Building and Teamwork
Date Reported:	30-Aug-2013
Status:	Sent To Employee
Positive/Negative Event:	
Event Description:	<p>On January 23, 2013 I was asked to review an Operations Plan authored by Cst. Prodaniuk and Cst. Whiffin regarding a solution to Car Prowling issues within North District.</p> <p>The Operations plan was extremely detailed and outlined a Bait iPhone program designed, developed, and tailored by Cst. Prodaniuk and Cst. Whiffin to address the Car Prowling issues throughout the City of Calgary.</p> <p>Upon reviewing the Operational Plan it was very evident that the level of professionalism and dedication displayed by Cst. Prodaniuk was exceptional. I met with Cst. Prodaniuk and Cst. Whiffin in the following days to review the Plan and offer some suggestions. The feedback was accepted well by both officers and the recommended changes were made. In addition to the Operational Plan, Cst. Prodaniuk and Cst. Whiffin wanted to ensure that due to the technological aspects of Operation Origin it was important to have additional documents to accompany the plan.</p> <p>It was eventually decided that Origin was to be addressed through a business plan and presented at the next commanders meeting.</p> <p>In preparation for the presentation, Cst. Prodaniuk edited a video produced by the Origin team. These edit's were conducted on her own personal time in order to meet the time constraints placed upon the team. Cst. Prodaniuk also ensured that all material for the presentation was organized, and presented professionally. Cst. Prodaniuk was assigned the research role for legal issues surrounding the Origin project and met the challenges of the request head on. Cst. Prodaniuk then presented the legal issues along with budget considerations to the Commanders with confidence and professionalism.</p> <p>Origin is in the beginning stages of deployment to the North District DOT Teams. Cst. Prodaniuk with the Origin team will ensure that each and every person interested In using the new technology will be properly trained for effective deployment.</p> <p>Cst. Prodaniuk has impressed me on a daily basis with her effective communication styles, level of professionalism, dedication to the project and team, as well as her effectiveness within a team environment. Cst. Prodaniuk is a well rounded, tenacious member of the Calgary Police Service and should be recognized as such.</p> <p>Thank you for your efforts, time, commitment and professionalism during this challenging project Kim. It is greatly appreciated and respected.</p>
Reported By:	Chris Rose
Reported By Position:	Detective
Reported By Rank:	Detective
Supervisor Comments:	
Area Commander Comments:	
Employee Sign-Off Date:	22-Apr-2014



Event Title: Doemstic - 13158359

Competencies: Decisiveness
Communication
Relationship
Building
Dedication
Team Building and
Teamwork
Sworn Core
Functions - Team
Cst

Date Reported: 7-Aug-2013

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

On May 6th at 0039 Members in North district responded to a complaint of a violent domestic abuse in progress at 51 Templeby Way NE in which the offender had just beat up his girlfriend, strangled the family cat and fled on foot (CPs case file 13158359). #4493 Cst. PRODANIUK and #4789 Cst. WHIFFIN responded as primary investigators followed closely by #4030 Cst. JOHNSTON and #3933 Cst. MILLS. Additional responding units were immediately tasked with specific points to lock the area down in the hopes of getting the offender to go to ground.

After establishing that a legitimate offence had occurred, Cst. WHIFFIN and Cst. PRODANIUK split up; Cst. PRODANIUK remaining at the scene to collect additional info while Cst. WHIFFIN tracked with K9 members to assist with the apprehension. From the scene, Cst. PRODANIUK continually relayed precise and detailed information and suspect descriptors both to myself (as Acting O1 at the time) as well as to her partner and the K9 units tracking the suspect. As K9 members tracked the offender Cst. WHIFFIN assisted in maintaining close containment over the front of several residences at a time, just in case the offender doubled back, and in his eventual apprehension.

What is amazing about this case is not that K9 managed to track the offender, but rather the thoroughness with which all parties executed their duties, the fact that they found him after more than an hour and the level of co-operation and teamwork exhibited during the course of this investigation. From the time they set boots on the ground, K9 unit members tracked for 1 hour and 3 minutes before ultimately locating the accused hiding under a deck in a backyard. During this time, K9 members and Cst. WHIFFIN thoroughly searched and cleared every yard, shed and deck in the area, covering off each other until the offender was ultimately located and apprehended. In a subsequent debrief of the track following the apprehension the Cst. MILLS and Cst. JOHNSTON credited Cst. WHIFFIN assistance and Cst. PRODANIUK's thoroughness with helping them tracking the suspect. This was an excellent example of our K9 members' abilities and just how effective co-operation and teamwork can be. I believe all members should be acknowledged for their diligence in pressing on with this investigation, in spite of an overwhelming time lapse.

Great Job Everyone.

4700 A/Sgt. Gord FRASER

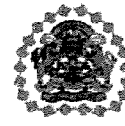
Reported By: Gord Fraser

Reported By Position: Senior Constable Level 1

Reported By Rank: Sr Constable I

Supervisor Comments: Excellent example of team work Kim. Keep up the great work.

Sgt Todd Rolfson #3037



Area Commander Comments:

Great collaborative effort in resolving this investigation expediently! Well done Kim! A/Insp. A.
Rashid #3670.

Employee Sign-Off Date:

9-Sep-2013

Event Title: Case #13155861

Competencies: Decisiveness
Communication
Self Confidence
Dedication

Date Reported: 5-Jun-2013

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: On 2013/05/07, at approximately Cst. Whiffin 4789 and his partner Cst. Prodaniuk 4493 responded to a Hit and Run complaint in the 7100 Temple Dr NE. Initially, the only information provided was a female had struck the complainant's vehicle and took off towards a nearby 7-11 convenience store. As Cst. Whiffin and Cst. Prodaniuk responded, further intel stated the female was sitting in a van (nearby) and began screaming at the victim. The female was extremely volatile and was yelling of how she had recently been pepper sprayed in the face. Shortly before CPS members arrived on scene, the offending female had fled the scene on foot. Cst. Whiffin and Cst. Prodaniuk first checked on the condition of the victim to ensure of his welfare. Members then proceeded to air their location and engaged in the foot chase. Multiple units including front line officers, HAWCS and K-9 were dispatched to assist. While the members began to chase, they quickly aired their direction of travel and provided real time info while running after the fleeing offender.

After a lengthy foot pursuit throughout the community of Temple, Cst. Whiffin and Cst. Prodaniuk were eventually able to apprehend the female and took her in to custody. Upon further investigation by Cst. Whiffin and Cst. Prodaniuk, it was discovered the vehicle the female was operating was in fact stolen from the northwest community of Varsity Acres on 13/05/04. Cst. Whiffin and Cst. Prodaniuk had inquired further to the investigation which had stemmed (originally) from 2 District. It was then learned; the owner of the stolen van had cctv cameras around his home. Upon reviewing the footage, it showed the female offender breaking in to the garage, then driving the van out of the garage, ultimately stealing it and driving away. The female's crime spree ended when she was apprehended by Cst. Whiffin and Cst. Prodaniuk a few days later.

This was an exceptional investigation on behalf of Cst. Whiffin and Cst. Prodaniuk. While some individuals may have simply completed the file as a mundane Hit and Run, Cst Whiffin and Cst. Prodaniuk realized the urgency in responding to the call accordingly. After the apprehension of the offender, they identified there were several unanswered questions to the entire incident. The members used a paradigm attitude and contacted the necessary resources, established and charged the offender with not only possession of the stolen van but also the actual theft of the vehicle and secured a charge of breaking and entering. The dedication, teamwork and resourcefulness on behalf of Cst. Whiffin and Cst. Prodaniuk are extremely evident on this particular call. Their passion and tenacity spoke volumes resulting in numerous charges laid.

As the on Duty Street Sgt during this day and call, I commend the both of you for an outstanding job.

Sgt. Dennis Ruygrok #4155
North District

Reported By: Dennis Ruygrok

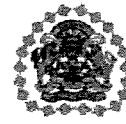
Reported By Position: Patrol Sergeant

Reported By Rank: Sergeant

Supervisor Comments: Another example of the excellent investigative work that Cst Prodaniuk provides.

Kim keep up the great work. You are an asset to the district.

Sgt Todd Rolfson #3037



Area Commander Comments:

Excellent work and decision making Kim....Thank-you!

David Kotowski #2850

Inspector, North District / Airport

Employee Sign-Off Date:

7-Jul-2013

Event Title: Positive Noteworthy

Competencies: Communication
Dedication
Team Building and
Teamwork

Date Reported: 6-Feb-2013

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: Case #13033423

Teamwork – Communication – Dedication – Integrity
Cst. Kim Prodaniuk # 4493

On January 28, 2013 a major event was anticipated for the Idle No More Movement in Calgary. This event has been billed a part of the nation- wide Idle No More (INM) movement that aligned with a series of protest marches as a part of Idle No More activities. First Nations persons are holding this event to protest legislative changes encompassed in the recently passed Bill C-45, as well as treaty issues. Some organizers and participants involved in recent gathering have disrupted traffic on Calgary streets and have the intention of disrupting the peace of the Citizens of Calgary. This event has received a considerable amount of media exposure as a result of the ideologies it is attempting to bring to the forefront in Canadian politics. In anticipation of this event the Calgary Police Service initiated Operation Idle No More in an effort to prevent any future disruptions to the peace and prevention of any violence or disturbances that may result of the rally. Members from all departments within the CPS and partnerships were deployed to the event with the mission to respect the public's democratic right to assemble while maintaining the safety and security of our citizens by preventing or stopping any violence or unlawful activity.

Operation Idle No More was a mass response to a major event. The response included the request for officers from uniform positions, Public Safety Unit officers, Traffic control officers and covert officers trained in Crowd Observation and Extraction Team (COET).

A request for assistance for this event was sent to all members trained in COET. Eleven COET members volunteered to participate and to attend as required. These members were required to adjust their shifts to accommodate this event and to meet the needs of the Calgary Police Service. They all willingly attended this event at the sacrifice of their regular duties.

Constable Prodaniuk volunteered to adjust her daily duties and worked several hours of overtime to attend this event in a covert capacity. She demonstrated dedication and commitment to the interests of the Calgary Police Service. She was effective in portraying the role of activist for the Idle No More movement. She worked effectively and safely within her team to formalize a cover story and plan to gather intelligence and communicate that information to the Incident Command Centre.

The willingness of these COET members to participate in this event was greatly appreciated. The Operation Idle No More organizers appreciated all assistance that they received from the COET members and thank all officers involved in making this event a success.

Detective Melody Marshall #3338
COET Coordinator

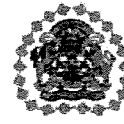
Reported By: Melody Marshall

Reported By Position: Detective

Reported By Rank: Detective

PEAKS

BEHAVIOURAL EVENTS



CALGARY
POLICE
SERVICE

Supervisor Comments:

This is yet another fine example of the communication, dedication and integrity of Cst Prodaniuk. I am constantly impressed with Cst Prodaniuk and her willingness to adapt when called upon.

Kim keep up the great work. It is a pleasure having you in the zone.

Area Commander Comments:

Sgt Todd Rolfson #3037

Great work Kim! Taking on challenges of this nature can be difficult but also important for your continued growth as a Police Officer.

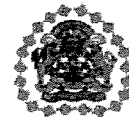
David Kotowski #2850

Inspector, North District / Airport

Employee Sign-Off Date:

14-Feb-2013

Event Title:	Public Safety Unit AACP Penhold Training 2012
Competencies:	Dedication Team Building and Teamwork
Date Reported:	29-Oct-2012
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>Twice a year the Public Safety Unit conducts a week of training exercises including one day of scenario-based training. This training includes various levels of deployment from the unit which includes the Mountain Bike Team, Crowd Management Team, and even undercover operators. The scenarios allow officers to use their training and hone their skills while exposing them to various levels of civil disobedience. This training also involves Public Order Units from the RCMP, EPS, and partners such as Alberta Sheriffs and Alberta Health-EMS.</p> <p>In order to conduct the most realistic training possible, we rely on volunteers like Kim to act as cooperative and/or passive demonstrators or as quarries with specific tasks designed to enhance the realism of the scenarios. The role requires moving through a variety of locations while being exposed to smoke, distraction devices (sound), and a variety of other crowd management tools. Once again, volunteers took up the challenge in 2012, attending the scenario-based training on September 20th and/or September 27th.</p> <p>And once again, this training was successful. I, along with the entire Public Safety Unit, would like to thank you for your participation.</p> <p>Sgt Joel Deans #2893 Public Safety Unit</p>
Reported By:	Joel Deans
Reported By Position:	Patrol Sergeant
Reported By Rank:	Sergeant
Supervisor Comments:	Well done Kim! Keep up the good work!
Area Commander Comments:	<p>#4700 A/Sgt. FRASER North District / Team A1</p> <p>Thanks Kim for helping the PSU with their scenarios as a volunteer, they spoke very highly of your generosity to help and your great attitude while at the bi-annual training retreat in penhold.</p> <p>A/Insp Jim Leung 2821 ND</p>
Employee Sign-Off Date:	9-Dec-2012



Event Title:	Operation Higher Learning
Competencies:	Service Orientation Team Building and Teamwork
Date Reported:	10-Sep-2012
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

In May 2012, members of the District 8 Operations Team were tasked with addressing some significant social disorder issues in the Shawnessy Business corridor; the issues came to light because of the impact on the District's Crime Management statistics.

After making some firsthand observations of the issues, the team decided to focus on the Tim Horton's and Wendy's restaurants located adjacent to Bishop O'Byrne High School.

The team, lead by Sgt. Derek Lotzer and Cst. Kim Prodaniuk and Cst. Lena Chernecki - whom acted as co-primary investigators responsible for the speed, direction and flow of the operation- initiated operation Higher Learning.

Operation Higher Learning was a multi faceted operation that included intelligence gathering, covert operations and high profile arrest and enforcement activities. Many of the offences were videotaped by DOT members; this was not only valuable evidence for court but was also a powerful tool to be used later for education and awareness purposes.

The operational phase of Operation Higher Learning ran for two weeks during which time 69 separate occurrences were dealt with. The occurrences included: drug trafficking, drug possession and multiple By-Law and Traffic Safety Act offences.

Upon completion of the operational phase of Higher Learning all of the statistics were compiled and a community meeting was held with representatives from the businesses affected, Bishop O'Byrne High School, Calgary By-Law and CPS all in attendance. The purpose of the meeting was to get input from everyone involved in the issue so an acceptable plan could be devised for addressing the issues moving forward.

The community meeting was held on June 14, 2012, and was a great success. The business owners in attendance were very thankful that the CPS was taking such an active interest in issues directly affecting the productivity of their businesses. The Vice Principal from the High School was reluctant at first to acknowledge the scope of the issues but was eventually brought around by the overwhelming statistical evidence and the willingness of everyone involved to address the issues in a positive way.

Following the community meeting, members of DOT worked throughout the summer with the relevant stake holders to develop a plan for addressing the social disorder issues upon commencement of the new school year in September.

On September 04, 2012, Operation Higher Learning was launched again and resources will be rotated amongst the business corridors adjacent to the three senior high schools in District 8. It is thought that with increased signs posted by By-Law and high profile enforcement early in the school year, students should have a very clear idea of what behavior is acceptable when frequenting the businesses near their schools.

A presentation of Operation Higher Learning was given during a Commanders meeting in the summer and a presentation to the CPS Executive is also tentatively set for sometime in the fall.

Operation Higher Learning is a great example of a District Operations Team being aware of the issues in their district and working as a team to deal with those issues effectively.

Great job taking the lead on this investigation Kim, it was a job very well done.

A/S/Sgt. Shawn Foisie.

Reported By:

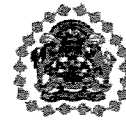
Shawn Foisie

Reported By Position:

Staff Sergeant

Reported By Rank:

Detective



Supervisor Comments:

An excellent effort on the file Kim. Your contributions were a necessity to the overall team success. Thank you.

Area Commander Comments:

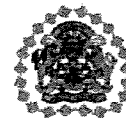
Derek Lotzer #3485

Great initiative to start this file and a very successful conclusion. Thanks so much for your hard work Kim. Insp Ken Thrower 2452 Commander Dist 8.

Employee Sign-Off Date:

22-Sep-2012

Event Title:	Sundance Break and Enter Offences
Competencies:	Communication Dedication Team Building and Teamwork
Date Reported:	29-May-2012
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>On May 04, 2012, Cst. Prodaniuk was informed that uniform members of District 8 had located and arrested two suspects that were thought to be involved in a break and enter in the Sundance area.</p> <p>Cst. Prodaniuk was a member of the District Operations Team (DOT) and was aware that break and enter offences were the number one priority under the District's Crime Management Strategy and she recognized that the suspects could be responsible for other offences in the area.</p> <p>Cst. Prodaniuk along with her DOT team mates met with the arresting officers and obtained all the relevant details of the investigation. Once all the information regarding the investigation was gathered, the DOT divided the outstanding tasks and completed the investigation working collaboratively.</p> <p>Specifically, Cst. Prodaniuk was tasked with: conducting background checks on the suspects; locating possible victims; and ensuring that all available evidence was gathered including statements from the various victims. Initially both suspects denied any involvement in any criminal activity. Armed with the information uncovered by Cst. Prodaniuk, the interview team persevered and eventually, after exhaustive interviews, both suspects admitted to their involvement in the offence they were arrested for and also implicated themselves in several other break and enter offences that they had committed previously.</p> <p>Cst. Prodaniuk was so effective doing the background checks on the suspects that the interview team were able to get both suspects to agree to go out at a later date and point out all the residences that they had broken into; the suspects were charged with multiple counts of break and enter each.</p> <p>Cst. Prodaniuk is commended for her Team work, Communication and Dedication. Cst. Prodaniuk contributed significantly to the collaborative team effort and the end result was that two young prolific break and enter offenders were identified and charged.</p> <p>The arrest of the two accused persons had a significant impact on the District's Crime Management priorities and overall community safety. (Reference case # 12-163608))</p>
Reported By:	Shawn Foisie
Reported By Position:	Staff Sergeant
Reported By Rank:	Detective
Supervisor Comments:	<p>Good Job Kim. Thank you</p> <p>Derek Lotzer # 3485</p>



Area Commander Comments:

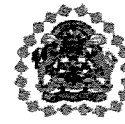
Great job Kim!

This investigation definitely high lights your commitment to an investigation!

Employee Sign-Off Date:

A/Insp Sueanne Ford #2999

25-Jul-2012



Event Title:	Fraud #11200530
Competencies:	Communication Relationship Building Dedication Team Building and Teamwork
Date Reported:	23-Jun-2011
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

In March 2011, Cst Prodaniuk entered into a complex fraud investigation involving Hazco Environmental Services located in Calgary. They reported that they were victims of nine incidents where cheques had been being counterfeited over a three month time frame, totaling \$373,792.17.

The offences occurred in several cities including Calgary (11200530), Edmonton (11061389) (EPS case# 11-32534), Grande Prairie (11152539) and Toronto (11164584). The investigation included Cst Prodaniuk liaising and collecting evidence from five different bank Corporate Security Investigations Departments. These included Bank of Montreal, TD Bank, CIBC, Bank of Nova Scotia and Canadian Western Bank. Cst Prodaniuk also liaised with Edmonton Police Service Det. Hao LY and Grande Prairie RCMP Cst. Mark BOVAIRD.

As a result of the combined investigation with CPS, EPS and the RCMP, it was determined that an unknown Hazco Environmental Services employee working in Calgary was most likely responsible for copying a legitimately issued cheque, and then sending a counterfeited copy out to attempted to be cashed. The investigation also revealed the offenders were being recruited via the internet on websites such as Kijiji, Craigslist, and other social internet sites.

On June 6, 2011, Cst Prodaniuk, with the assistance of Cst West conducted an interview in District 8 with the accused, Melanie MISENER in relation to case# 11200530. During the interview, MISENER confessed to her participation of the offences. As a result, several charges were laid against her. With information gleaned from this interview, Cst Prodaniuk then shared with the investigators from Edmonton and Grande Prairie. As result of their investigations, other persons involved with the offences were interviewed and charged accordingly.

As part of this investigation, Cst Prodaniuk used the tactic of employee 'View' questionnaires. She conducted interviews with Hazco Environmental Services employees who had direct contact with the cheques in question. Through this process, Cst Prodaniuk learned that Hazco Environmental Services was lacking in security measures, as a large number of employees had access to the cheques including an IT department. Being proactive, Cst Prodaniuk provided Hazco Environmental Services with advice for preventative measures. As a result of this incident, Hazco Environmental Services immediately implemented improved security measures for the handling of cheques in their office. Furthermore, a BCPIO grid warning was sent to major banks as well as smaller ones such as Money Mart etc.

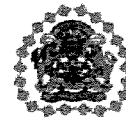
As a result of Cst Prodaniuks investigative abilities and collaborate efforts with several other policing agencies, the file was concluded with the following persons charges with Criminal Code offences.

Calgary (11200530)
MISENER, Melaine
DOB: 1958-08-20
s. 380(1)(a) Fraud over \$5000.00
s. 376(1) Possessing a counterfeit mark
s. 368(1)(a) Uttering a forged document

Edmonton (11061389 CPS) (11-32534 EPS)
EVANSON, Eldon
DOB: 1941-04-18
s. 380(1)(a) Fraud over \$5000.00
s. 368(1)(a) Uttering a forged document
s. 334(b) Theft Under \$5000.00

Grande Prairie (CPS 11152539) (charges to be laid late June 2011)
BOUCHER, Rachelle
DOB: 1967-06-29
s. 380(1)(a) Fraud over \$5000.00
s. 376(1) Possessing a counterfeit mark
s. 368(1)(a) Uttering a forged document

Kim, thank you for the excellent work and dedication you put into both the investigative



aspects of this file, as well as fostering a positive working relationship between the CPS and other police agencies.

Reported By:

Brent Stuart

Reported By Position:

Patrol Sergeant

Reported By Rank:

Sergeant

Supervisor Comments:

Area Commander Comments:

Excellent jo, thanks. Insp Ken Thrower 2452 Commander Dist 8.

Employee Sign-Off Date:

2-May-2014

Event Title: 11155832

Competencies:

Date Reported: 6-May-2011

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

On Friday 29th April 2011 at 1800hrs a domestic was reported in the Bridlewood area in district 8. Cst Woodward attended the scene of the domestic and upon arrival the offender Kenneth Wang had left the scene. The information given by his estranged wife was that he had returned to his mothers address which was only a short drive away. Cst 4096 Glover had already made his way to the offenders parents address and was joined by Cst Woodward. At 1830hrs Cst Woodward arrested Wang for several different offences. Wang was transported by to 8 district office so inquiries could be made. At 1900hrs Cst Prodaniuk came on duty and after her parade she asked if any help was required. Because of the offence Cst Woodward was looking at plus the fact that an Emergency Protection Order was going to be taken out on Wang her offer of help was taken up. Cst Prodaniuk started to compile an arrest report, she did as much as she could while awaiting for statements to be obtained. While waiting for the statements she made inquiries with the offenders family to ascertain the whereabouts of certain firearms which Wang stated he possessed. The firearms were stored at the offenders brothers address in the Silversprings area of Calgary. Cst Prodaniuk made inquiries with 1701 to try and arrange for a 7 district car to assist with the removal of the firearms from the house. Unfortunately district 7 didn't have the resources to do that but were willing to meet Cst Prodaniuk at the address and assist her with the removal of the guns. Cst Prodaniuk co-ordinated this making sure that Wang's mother would be at the residence so that Wang's brother was aware that consent had been given to seize the firearms. Cst Prodaniuk had also spoken with the offenders mother and asked her along with her husband to provide a statement as to what occurred earlier in the day. Cst Prodaniuk was thinking ahead that the crown at some stage would require statements from them both. Once the statements were back with Cst Woodward, Cst Prodaniuk was able to complete the arrest report. With the assistance of Cst Prodaniuk, Cst Woodward was able to concentrate on obtaining an Emergency Protection Order and put the report on the system and subsequently put the file together. Cst Woodward who has 19 years experience in the UK has been with Calgary Police for 12 months. I was impressed with the commitment shown by Cst Prodaniuk who wasn't even on duty when the call came in and the offender arrested, it wasn't even in her zone but she showed great team work and was extremely thorough in the work she carried out.

Reported By: Andy Woodward

Reported By Position: Constable

Reported By Rank: Constable

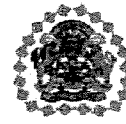
Supervisor Comments: Kim, thank you once again for the hard work and leadership you show to all members both in and outside of the District. Your efforts are being recognized by all as an example of how to carry oneself both personally and professionally.

Well done

Sgt Brent Stuart
8-3

Area Commander Comments: Most Excellent work. Thanks again for your dedication. Thank you. Insp. Ken Thrower 2452
Commander Dist 8

Employee Sign-Off Date: 6-Jun-2011



Event Title: Initiative and Interviewing Technique

Competencies:

Date Reported: 21-Apr-2011

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

At approx. 1121 hours on April 20, 2011 Constable Prodaniuk was dispatched to a call involving an off duty member spotting a stolen license plate on a mobile vehicle in the area of 52 Street/New Brighton Drive S.E. The vehicle in question, a 1999 Acura Integra was observed parking behind the Woody's Tap House located at 4307 130 Avenue S.E. whereupon a female was seen leaving the vehicle and entering the establishment via the back door. Constable Prodaniuk quickly attended the scene and located the female inside the kitchen area of the Pub summarily placing her under arrest for possession of stolen property.

The accused, later identified as Dana DENNENY-SMITH had an extensive criminal record and is well known to police. When initially confronted she was adamant that she knew nothing of the stolen plate or the circumstances resulting in the plate being found on her vehicle. She claimed she had reported her license plate stolen and had completed a police report. After some initial investigation it was learned that the accused was employed as a waitress at the pub and that she also was on a recognizance release prohibiting her from being in possession or control of cash, credit or debit cards belonging to customers or her employer. Constable Prodaniuk quickly determined that the accused, due to her employment as a waitress was in breach of this recognizance.

After transporting DENNENY-SMITH to the District Office, Constable Prodaniuk conducted an audio and video taped interview with her. The accused continued to present a version of events exonerating her from the license plate and insisting that her vehicle was properly registered and insured. She concocted an elaborate story regarding her attendance at the 130 Avenue Registry and having properly registered her vehicle thereby obtaining legitimate plates which were issued to her. Constable Prodaniuk developed several themes with the accused and continued to work towards discrediting her alibis. After close to an hour and a half, the accused admitted to being a pathological liar and making up the whole story. She subsequently admitted to stealing the license plate as her vehicle was not properly registered or insured. She was further interviewed regarding her recognizance breach whereupon she admitted to lying to her probation officer.

Constable Prodaniuk did an excellent job in interviewing this accused, developing appropriate themes which eventually resulted in a full admission regarding her involvement in the above noted activity. Of note is the fact that the accused has been through the Justice System numerous times and is familiar to police thereby making the interview much more challenging. Constable Prodaniuk did not let this dissuade her and proceeded to conduct an excellent interview which resulted in several charges being successfully laid. Since Kim's arrival from 2 District, I have noted her to be a very conscientious officer who always goes the extra mile in providing her very best efforts in files that she is involved with.

Kim, Thank you for your diligence and hard work regarding this file. It is noted and very much appreciated.

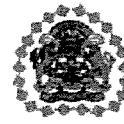
Reported By: Ken Poley

Reported By Position: Patrol Sergeant

Reported By Rank: Sergeant

Supervisor Comments: Kim, thank you for the excellent work you put into resolving this file.

Sgt Brent Stuart #2754
8-3

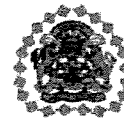


Area Commander Comments:

Kim, thank you for your commitment to such an investigation! A job well done!

Employee Sign-Off Date:

A/Inspector Sueanne Ford #2999
4-May-2014



Event Title:	Focus on Results, Relationship Building and Teamwork
Competencies:	
Date Reported:	25-Feb-2011
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

The following is a transcript of a behavioural event recorded in Cst. Prodaniuk's Blue Book, dated October 14, 2010:

Cst. K.B. Prodaniuk #4493

Focus on Results, Relationship Building and Teamwork

Between 2010 August 05 and 2010 October 12 there were 3 separate commercial robberies and 4 financial institution robberies. The offenders involved in these robberies were masked during each offence and in some a weapon consisting of a knife was used during the commission of the offence. In addition violence was always implied by the offenders.

On 2010 September 28 the Bank of Nova Scotia located at 734 7 Ave SW Centre St NW was robbed by 2 masked males. These offenders implied that they had a gun. They were aggressive and forced their way behind the counter. An elderly male got into a physical altercation with one of the offenders when he attempted to remove the hood and mask worn by the offender. A dye pack was taken which successfully detonated a short distance from the bank. As a result of a subsequent unrelated investigation a confidential human source implicated Justin James Daniel GALLANT DOB 1991/02/16 and Clifford James TRAPASSO DOB 1971/10/22. As a result, the Robbery Unit issued a Need To Identify (NTI) that was circulated Service wide.

From 2010 September 29 to October 14 significant efforts were made by numerous officers including members of 2 District to locate and arrest these offenders. As a result of those 2 suspects were arrested and subsequently charged for at least 6 of the incidents. In addition, a number of shoplifting files have been cleared as a result of warrants executed. The dedication and team work displayed by all members of District 2 was outstanding and they clearly demonstrated they have mastered their ability to remain flexible and focused on an investigation.

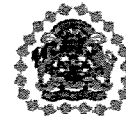
There was a tremendous amount of investigative work that needed to be completed to secure the evidence needed to process charges against accused Justin GALLANT and Clifford TRAPASSO. Through the combined efforts of 1 GIU, 2 GIU, 2 SDT and the Robbery Unit GALLANT and TRAPASSO were prevented from traumatizing any more bank tellers, clients or bystanders.

Of particular note, Cst. Prodaniuk #4493 aggressively attacked her task of obtaining information on the offenders' movements from the cab companies utilized by the offenders. She quickly established a rapport with Ron Wright, Operation Manager of Checker cabs along with Inspector John Popplestone from the Calgary Livery Services. She quickly identified the movements of the respective cabs used by the offenders and with the assistance of the cab company, she obtained a detailed digital report of each. Throughout their investigation she provided the Robbery Unit and 2 GIU progress reports of the information she had obtained. Cst. Prodaniuk and her partner, Cst. Hill worked together and identified a possible location for the suspects through their knowledge of the area and in cooperation with the cab company. As a result they located, initiated and safely arrested Justin GALLANT as well as an associate, Patrick LEPAGE, who was wanted on Canada Wide Warrants. Following the arrests, she provided comprehensive notes, statements and submitted all exhibits in a timely manner. Her attention to detail will assist the Crown in establishing the timeline of the offence on 2010 September 12.

Kim, your dedication and efforts to be part of the bigger team are greatly appreciated and assisted in bringing this file to a successful conclusion. A job very well done!

The following case numbers have been cleared:

1. 10305266 The Bay 10-31
2. 10316534 Wal-Mart 10-31
3. 10349404 The Bay 10-31
4. 10369006 Petro-Canada 10-30
5. 10372439 TD Canada Trust Code 100



-
6. 10377252 Petro-Canada 10-30
 7. 10382094 Bank of Nova Scotia Code 100
 8. 10398406 Royal Bank of Canada Code 100
 9. 10401340 Esso 10-30
 10. 10402508 Bank of Nova Scotia Code 100

Det. Mike ter Kuile #2831
Robbery Unit, Major Crimes Section

(handwritten)

Kim,

Excellent investigative initiative!

This file was successful because of the efforts of 2 SDT and 2 GIU. Your efforts are very much appreciated.

(signature)

Harv

S/Sgt. Davies #2792

(dated signature)

K. Prodaniuk 4493

2011/01/04

Reported By:

Alexandra Hrk

Reported By Position:

PEAKS Administrator

Reported By Rank:

Supervisor Comments:

Entered on behalf of Det. Mike ter Kuile #2831

Area Commander Comments:

Excellent job Kimberley! thanks for your dedication to the service and Dist 8. INSP Ken Thrower 2452 DIST 8.

Employee Sign-Off Date:

21-May-2011

Event Title: 2010 Use of Force re-certification (LVNR)

Competencies:

Date Reported: 27-Oct-2010

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:
Constable Kim Prodaniuk #4493
Dedication, Team work

In the spring of 2010, district "2" conducted there annual, mandatory Use of Force Re-qualification training consisting of a 4 hour Lateral Vascular Neck Restraint (LVNR) and 2 hour subject control qualification training.

Select officers from the district were first required to attend and successfully complete a very physically demanding three day instructors course. The officers were then responsible for delivering this compulsory training to the district. Each officer was chosen to instruct based on there past interest in training and their proven above average officer safety skills.

Cst Kim Prodaniuk is a very important part of the instructor cadre. Her background in corrections provided her an excellent operational knowledge of the subject matter being presented. Kim's ability to relate the physical skills being taught to real world applications insured the student officers completed the training with a full understanding of the skill sets required. Kim consistently worked with less physically confident officers to insure they could properly demonstrate and perform the skills required. Kim's obvious commitment to officer safety skills easily transferrredr fellow officers.

Without the Dedication and Professionalism Cst Prodaniuk and the other instructors brought with them to each and every training day, this valuable and necessary officer safety skill would be lost.

Kim,
Thank you very much for the enthusiasm and expertise you brought to this years Use of Force Training. The teamwork and dedication you displayed in improving your coworkers officer safety skills was truly noteworthy.

Sgt John Moriarity #3319

Reported By: John Moriarity

Reported By Position: Patrol Sergeant

Reported By Rank: Sergeant

Supervisor Comments:
Excellent work Kim,
Your passion and dedication for Officer Safety and training is appreciated and recognized.
Gord Renke,
#2881

Area Commander Comments:
Kim, your commitment, dedication and enthusiastic attitude displayed on this course does not go un-noticed, keep up the great work. You are a role model for others to follow!!!

Inspector Kathy Grant
District 2

Employee Sign-Off Date: 8-Nov-2010

Event Title: Presentation at Columbia College

Competencies:

Date Reported: 3-Sep-2010

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

On 2010-09-02 Cst Prodaniuk attended Columbia College and spoke with a class of Criminal justice students. Cst Prodaniuk went well prepared with a presentation. The Instructor of this course Chester Uszacki sent the following email to Inspector Grant the Commander of 2 District:

I just want to give you a big thank you for allowing Cst. Kim Prodaniuk to come in and speak to my Criminal Justice class at Columbia College. Kim was wonderful and her presentation had my students excited well after the presentation was over. Kim is a shining example of what hard work and dedication can do to help achieve one's goals in life. I'm afraid however that now all my students will want to try and become police officers. I teach two separate courses at Columbia College, the Fundamentals of Criminal Justice and The Development of Canadian Corrections and I hope that maybe Kim, time permitting can come twice a year to speak to the new students. Kim is an excellent role model and representative of the Calgary Police Service and I just want to thank you again for allowing her to energize my students.

Kim, the dedication and enthusiasm you displayed while giving this talk no doubt impressed not only the students but also the Instructor Chester Uszacki. You have displayed that not only are you enthusiastic and dedicated to Police work but you are also a great Ambassador for The Calgary Police Service. It's a positive attitude like this that will encourage these students to apply for a Police agency. Good luck with future talks and thanks again for the tremendous work and effort you put into this.

A/S/Sergeant Rod Harbidge #2506

Reported By: Rodney Harbidge

Reported By Position: Staff Sergeant

Reported By Rank: Sergeant

Supervisor Comments: Great job Kim. Your presentation to the group has had a very positive impact on both the Instructor and the students.

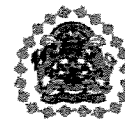
Public speaking can be terrifying to most people. You've obviously found a niche. Keep it up and great job!!

Sergeant Gord Renke.

Area Commander Comments: Kim, you are a positive role model for the Calgary Police Service. The effort you put into your presentation will have a long lasting effect on the instructor and students, all of whom are potential CPS applicants, outstanding work!!!

Inspector Kathy Grant
District 2

Employee Sign-Off Date: 10-Sep-2010



Event Title:	ISTATS
Competencies:	
Date Reported:	15-Jun-2010
Status:	Sent To Employee
Positive/Negative Event:	Positive

Event Description:

CALGARY POLICE SERVICE

ISTATS COURSE
Candidate Evaluation
2010 - 01

NAME: Cst. Kim PRODANIUK #4493
Completed by: Sgt. Mark Schwartz #3538 & Det. Reagan Hossack #3311

CALGARY POLICE SERVICE

ISTATS COURSE

CANDIDATE EVALUATION

CANDIDATE: Cst. Kim Prodaniuk #4493

EXAMINATION MARK: Pass

1. Class Room Participation:

- a. Attentiveness Acceptable
- b. Discussion Acceptable
- c. Attitude Acceptable
- d. Comments:

Cst. Prodaniuk appeared attentive during class presentations. Kim was required to participate in an impromptu speech, which was outside of her comfort zone. She did a good job. Kim was also involved in a scenario where her cover story was tested. She did well at this task.

2. Practical Exercise #1:

- a. Attentiveness Acceptable
- b. Attitude Acceptable
- c. Demeanor in crowd Acceptable
- d. Cover story/communication Acceptable
- e. Props Acceptable
- f. Safety of Operator Acceptable
- g. Notes: Not Observed.
- h. Comments:

On the first night of exercises, Cst. Prodaniuk and her team was given a task that took them out of their comfort zone while in a public place. Kim did very well at this task. Kim also worked with her other team members to obtain a pre-determined list of items. She worked well with her team and contributed to problem solving tasks. Kim was also given a couple of objectives to meet and she was somewhat successful at this. Kim was later tasked with meeting an objective with a partner. They were successful at this task.

So far, Kim is not comfortable in her new role. She appears timid and afraid much of the time. She is still showing a willingness to learn which is very positive.

3. Practical Exercise #2:

- a. Attentiveness Acceptable
- b. Attitude Acceptable
- c. Demeanor in crowd Acceptable
- d. Cover story/communication Acceptable
- e. Props Acceptable
- f. Safety of Operator Acceptable
- g. Notes: Not Observed.
- h. Comments:

Before starting the second night of exercises, the candidates entered into a competition whereby their cover story and look was tested. Cst. Prodaniuk did a good job of emulating a sex trade worker, coming up with a believable story.

Later Cst. Prodaniuk worked with a partner to complete a task. They were able to meet their objective but unfortunately forgot about the importance of contact/cover.

Cst. Prodaniuk again worked with a partner to meet an objective in a public place. She did a really good job of using props to assist her in her role and they were able to meet their objective.

Finally, Cst. Prodaniuk had the opportunity to stand on both the "T and C" and "C" stroll areas within Forest Lawn and downtown Calgary. Cst. Prodaniuk did a good job and was able to have enough communication to substantiate a Criminal Code charge. Kim remembered her role, her expectation to operate within confined boundaries and most importantly the cardinal rule of not getting into a vehicle with a sex trade offender.

On this second night of exercises, Cst. Prodaniuk has shown an improvement in her ability to act outside of her comfort zone. She still has a ways to go but shows a positive attitude and continues to improve.

4. Practical Exercise #2:

- a. Attentiveness Acceptable
- b. Attitude Acceptable
- c. Demeanor in crowd Acceptable
- d. Cover story/communication Acceptable
- e. Props Acceptable
- f. Safety of Operator Acceptable
- g. Notes: Acceptable
- h. Comments:

On the third night of exercises, Cst. Prodaniuk has the opportunity to operate on all of the prostitution strolls. She did a very good job of creating a look that was appropriate for each stroll. Cst. Prodaniuk was also able to have conversation with johns that would support a Criminal Code charge.

5. Syndicate Leaders General Comments.

Cst. Prodaniuk had a slow start to the week and as mentioned appeared extremely uncomfortable in her role. She improved quite a bit throughout the week but seemed unable to grasp certain concepts of the undercover role.

Kim did an excellent job of creating her "look" for each stroll. She also did a good job of communicating with johns for the purpose of prostitution.

Cst. Prodaniuk takes criticism very well and always tries to incorporate what she is learning

to future scenarios. She maintained a positive attitude throughout the week and was a great team player.

We enjoyed working with Kim during the course and we utilize her for future sting operations.

Good job Kim!

Reported By:

Mark Schwartz

Reported By Position:

Sergeant

Reported By Rank:

Sergeant

Supervisor Comments:

Kim, Undercover work is difficult and not an easy thing to step right into and be successful. For some, it takes time to develop. Keep working at it and take advantage of the future sting operations that Vice may offer.

Area Commander Comments:

Kim, your positive attitude and willingness to learn from the experiences of others will work in your favour as you progress throughout your career.

Inspector Kathy Grant
District 2

Employee Sign-Off Date:

10-Sep-2010

Event Title: 09385373/ Fraud

Competencies:

Date Reported: 3-Dec-2009

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: October 2009 DEDICATION
CST. KIM PRODANIUK #4493

On September 26, 2009, Igor Lukoshko was arrested by the Calgary Police Service after using forged credit cards to buy cameras at the Westbrook Wal-Mart. Lukoshko was in possession of forged credit cards and identification cards. During the course of the investigation, Dmitri Barbu was identified as Lukoshko's partner. Barbu was also arrested but released pending the outcome of a search warrant on the vehicle he was driving.

On September 29, 2009, a search warrant was executed on Barbu's vehicle and several forged credit cards, fake identification cards, and a card skimmer were seized.

Constable Kim Prodaniuk was seconded to District Two GIU while she recovered from physical injury sustained during work duties. Constable Prodaniuk embraced the investigation and volunteered for any task. She was able to correlate copious amounts of data from several bank institution victims and merchants. She gathered witness statements, credit card spread-sheets from 5 different bank institutions, security surveillance recordings, and sales records from Wal-Mart and Black's Camera's

Constable Prodaniuk used the information to establish fraudulent activity committed by Barbu and Lukoshko. On occasion, the flood of information became strenuous and the investigation could have moved in several directions. However, Cst. Prodaniuk was able to maintain focus on the end result.

Kim took personal pride in the work she tackled including accurately and thoroughly completing all the required reports. Her efforts were a large part of the success of this investigation

Charges:
Igor Lukoshko: 380(1)(b) X 3; 342(1)(c) X 3
Dmitri Barbu: : 380(1)(b) X 1; 342(1)(c) X 1
09385373, 09387571, 09387952, 09381085

Thank you Kim, for striving for excellence in this investigation

A/Det I. Arcega
#3774

2009/12/03

Reported By: Ian Arcega

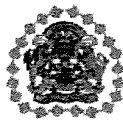
Reported By Position: Detective

Reported By Rank: Constable

Supervisor Comments:

Area Commander Comments: Kim, your commitment and dedication with this file shone through, outstanding work!!!

Inspector Kathy Grant
District 2



Employee Sign-Off Date:

9-Dec-2009

Event Title: Public Safety Unit Annual Training

Competencies:

Date Reported: 26-Oct-2009

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

Each year the Calgary Police Service Public Safety Unit conducts mandatory training and qualification at Harvard Park in Penhold Alberta. This year's training was held the weeks of September 22nd to 25th and September 29th to October 2nd, 2009. An important part of this week is the day of scenario based training. Numerous mock disturbances, protests, marches and riots are played out so Public Safety Unit members can train in a realistic environment.

A vital part of this training is the volunteer crowd, role players and quarries that attend on their own time to assist. The majority of the people involved are Calgary Police Service volunteers who form the largest part of the crowd. Due to the physical nature of the training, off week Public Safety Unit members and sworn Calgary Police Service members are invited to participate as quarries. This involves donning full protective equipment and engaging in both verbal and physical confrontations with the training Public Safety Unit members. This is a physically demanding and at times exhaustive role that carries on for the entire 10 hour training day. This year in particular was extremely difficult due to the unseasonably hot weather.

Without the dedication and support of members like Constable Kim Prodaniuk, the Public Safety Unit would not be able to provide this much needed realistic training to its members. It is important to recognize and thank our members who show dedication and who recognize the importance of team work and training.

Thank you for your continued support of the Public Safety Unit.

Reported By: Joel Deans

Reported By Position: Patrol Sergeant

Reported By Rank: Sergeant

Supervisor Comments: Kim, thanks for your commitment and continued support through out the Calgary Police Service.

Area Commander Comments: Sgt Rod Harbidge #2506
Kim, your willingness to assist in the PSU training is much appreciated and doesn't go un-noticed, thank you!!

Inspector Kathy Grant
District 2

Employee Sign-Off Date: 30-Oct-2009

Event Title: 09366617 and 09128320

Competencies:

Date Reported: 20-Oct-2009

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

On April 13 and October 4, 2009, the same unknown male robbed the Liquor Emporium located at 4606 Bowness Rd. NW. There was no weapon indicated or observed during either incident. On October 6, 2009, Det. Bowen and Det. Vermette were assigned the file for investigation. During the course of their investigation Detectives received Anonymous Tip information that the male responsible lived at 4324 Bowness Rd. NW. As a result of the Tip information Detectives identified suspect Michael Cunningham. While Det. Bowen drafted a Search Warrant for Cunningham's residence, Cst. Prodaniuk volunteered to assist Det. Vermette in scribing for the interview/interrogation of Cunningham.

Cst. Prodaniuk provided generous and timely help to investigators without consideration of personal reward. Her notes were detailed and vital to assisting Det. Vermette during the interview process. Upon completion of the interview Cst. Prodaniuk further volunteered to assist with the arrest report and accurately and thoroughly completed required reports.

Kim worked well with others collaborating with the primary investigators. Her efforts ultimately assisted in completing the interview process and arrest package in a timely manner to insure the accused was processed and turned over to Arrest Processing Section well within the 24 hour time frame.

Great work Kim!

Cunningham was charged with Robbery x 2
CPS 09366617 and 09128320

Reported By: Shawn Bowen

Reported By Position: Detective

Reported By Rank: Detective

Supervisor Comments: Kim, thanks a lot for your continued commitment and assisting all members within the District. This is a great example of your Teamwork and Commitment.

Area Commander Comments: Sgt Rod Harbidge #2506
Kim, your efforts to assist others in the district are greatly appreciated, keep up the great work!!!

Inspector Kathy Grant
District 2

Employee Sign-Off Date: 5-Nov-2009

Event Title: 09330675

Competencies:

Date Reported: 17-Sep-2009

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: Cst Kim Prodaniuk 4493 2-3
OBSERVATIONAL SKILL, JUDGEMENT, PERFORMANCE INDICATOR, SERVICE ORIENTATION
Submitted District 2 Sgt DiPalma 2009 September 17

On 2009 September 08 at 0214hrs Cst Kim Prodaniuk and partner on routine patrol had occasion to observe a white 2004 Chevrolet pickup truck with Saskatchewan plates that were checked to confirm the vehicle was stolen. Traveling E/B 33 Ave SW information on the vehicle was communicated in calm clear and concise terms meeting all policy requirements. As the on duty supervisor it was noted the tone of the communication was controlled and provided the sense that officers would make good and prudent decisions with obvious commitment to safety.

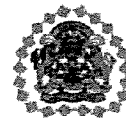
In fact when it was determined HAWC was launching and was minutes away from assisting direction was given to the unit to follow conservatively to allow for an opportunity for air support. With time and space gained updates continued as the vehicle proceeded into Marda Loop where the vehicle made a couple of turns and entered an apartment building complex parking lot where it came to a stop in a stall without warning and within two minutes of first sight. The request to approach the vehicle was made and granted. The police vehicle was parked perpendicular to the suspect vehicle which provided the suspect vehicle an escape route had the driver decided to flee thus likely not causing carnage and mayhem on his way out of the lot common with determined stolen vehicle operators.

Whether this maneuver was the result of a perfectly executed plan or subconscious second nature the fact remains the stop was made as safe as one involving a stolen vehicle could be. The fact officers and vehicle remained safe is the result of good decisions and judgment that are normally precursors to making all stakeholders safe. If the vehicle had fled this supervisor was confident these officers would not make a dangerous situation worse cognizant also that HAWC was soon positioned to assist. As a sidebar officers were given authorization to approach prior to HAWC arrival so not to provide the suspect with opportunity to derive and engage a plan to flee if one had not yet developed. The officer was met by a male driver who aggressively exited the vehicle and a female passenger who ultimately both were found to be cooperative and apprehended without incident. The occupants were determined to be high drug abusers and in fact the driver found to be in possession of crystal methamphetamines. Although alleging to have been sold the vehicle both subjects were transported to Arrest Processing Section charged with drug and property offences event 09330675 refers.

Kim is formally recognized for her contribution in the safe and controlled environment of both the police vehicle and the potentially dangerous scenario that was rapidly and unpredictably unfolding. As an experienced officer who this district depends on for many reasons whether a quarry for SCT or an officer coach as was the occasion in this incident Kim is known to exhibit a maturity and sense of prudent judgment that served her well in this incident and will continue to do so in her successful career. This officer's typical take charge persona is complimented by the ability to not only take care of herself but her partners as was especially evident here given her responsibility to her young partner to both teach and protect. This example is indicative of the commitment exhibited by this officer having a significant impact on the safety and success of this district. This management team formally commends Kim for her diligence when engaged in the proactive frontline role of routine patrol in the middle of a nightshift. Her commitment to working overtime after twelve hours to properly conclude the file which is one of the most difficult things one can do is also noted and appreciated. Well done.

PEAKS

BEHAVIOURAL EVENTS



CALGARY
POLICE
SERVICE

Reported By: Marcel DiPalma

Reported By Position: Patrol Sergeant

Reported By Rank: Sergeant

Supervisor Comments: Cst Prodaniuk is a steady worker who displays her ability for good observation skills and sound decisions. In this particular incident Cst Prodaniuk was training a junior officer and displayed excellent officer safety skills for herself and her partner. Kim, thanks for your continued hard work and dedication.

Area Commander Comments: Sgt Rod Harbidge #2506
Excellent work Kim, your decision making abilities in this instance ensured the safety of all police members and the two suspects as well. Additionally, a driver likely high on Meth will no longer be able to endanger the public.

A/Insp. Jim Rorison 2682
24.09.2009
Employee Sign-Off Date: 29-Sep-2009

Event Title: Domestic Investigations

Competencies:

Date Reported: 30-Mar-2009

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description:

Also related competencies; communication and service orientation.

On 2009 03 11 at 0130 hours, CPS was contacted about a female subject who had sustained a serious stab wound to the back. Two witnesses had information causing them to believe the injury was suspicious. It appeared the injury was caused by the female's husband of many years. The original attending unit conducted a very cursory investigation and due to the event originating in 2 District believed a District 2 car crew should attend.

Constables Gorrell #4255 and Prodaniuk 4493 attended and took additional steps and ensured an initial report including all persons involved was submitted. Due to the seriousness of the incident 2 GIU was requested to further the investigation. As a result, a search warrant was granted and additional evidence contradicting the victim's claim was gathered. Eventually charges against the husband were laid. Event number 09084625 refers. This was a significant learning opportunity for all the involved Constables as they were mentored to look at additional investigative steps in anticipation that the victim would not assist in the investigation. Domestic situations such as these are extremely difficult to investigate as victims will often withhold factual circumstances for a variety of reasons. Many of us find this difficult to comprehend and can result in a sense of frustration.

Over a short period of shifts, Constables Gorrell and Prodaniuk attended several more serious domestic disputes. With the newly acquired knowledge, they attended a very serious domestic situation on 2009 03 22. They took on a positive point of view and demonstrated noteworthy dedication, commitment and tenacity to thoroughly investigate this event. On this day, a female victim was seriously assaulted by her ex-boyfriend. Of most concern was that the female was choked to the point of unconsciousness and upon regaining consciousness found the male had fled. The victim sustained many injuries including injury to her throat. Constables Gorrell and Prodaniuk, relatively junior in experience with the CPS, dealt with the victim and ensured she had safety plans in effect, obtained a statement and consent for patient records, conducted a scene exam, gathered images, completed the new FVIR questionnaire and attempted to locate the accused without success and applied for warrants for several criminal charges.

Although, as police officers, we attend many domestic complaints and most are relatively minor, Kim and Billy demonstrated an excellent ability to recognize the serious potential and took steps to appropriately investigate this event.

Thanks for your efforts, event number 09084625 refers.

CT Sgt. J. Ball 2787 2009 03 30

Reported By: Jim Ball

Reported By Position: Patrol Sergeant

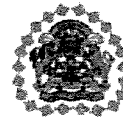
Reported By Rank: Sergeant

Supervisor Comments:

Area Commander Comments: Kim, your commitment and dedication to this serious domestic incident resulted in intervention prior to it becoming a potential homicide, outstanding work!!

Inspector Kathy Grant
District 2

Employee Sign-Off Date: 15-Apr-2009



Event Title:	Alternative complaint resolution
Competencies:	
Date Reported:	30-Mar-2009
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>Related competencies; dedication and service orientation</p> <p>On 2009 March 06, Constable Prodaniuk attended allegations of a sexual assault at 3212 14 Av SW. The fourteen year old victim had related to her father she had been touched inappropriately by a male school acquaintance on several occasions.</p> <p>The emotionally upset father felt the school maybe able to address the issue and did not want to pursue criminal charges nor did his daughter.</p> <p>Constable Prodaniuk recognized the seriousness of the issue and felt additional effort was required to resolved the situation. Constable Prodaniuk conducted additional criminal history checks on the suspect, contacted school officials, liaised with Staff Sgt. Barber, SRO, and YEI member Constable Kruger.</p> <p>At this point it appears there is a larger issue within the school. The behaviour of inappropriate contact seems to be carried out by many students both male and female. The criminal intent does not appear to be present for charges. However, due to Constable Prodaniuk's thorough investigation and realization that more needed to be done, a community conference was implemented at the school. A presentation about boundaries and appropriate behaviour was also completed. It appears at this time concerns of all parties have been addressed.</p> <p>Thanks for your efforts leading to an alternate way to resolve this incident.</p> <p>Event number 09083056 refers.</p>
Reported By:	Jim Ball
Reported By Position:	Patrol Sergeant
Reported By Rank:	Sergeant
Supervisor Comments:	
Area Commander Comments:	<p>Kim, you continue to impress with your abilities above and beyond your time with the Service, outstanding work!!</p> <p>Inspector Kathy Grant District 2</p>
Employee Sign-Off Date:	15-Apr-2009

Event Title:	Code 100
Competencies:	
Date Reported:	23-Oct-2008
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>At 1600 hours on 2008-09-11 CSt Prodaniuk responded to a bank robbery at the CIBC located at 16 Avenue and 45 St NW. A lone male had just robbed the bank at gunpoint and escaped with approximately \$5000.00. Cst. Prodaniuk and her partner recognized the significance of this event and promptly began circulating the area around a location known to them as being frequented by drug users and dealers. Cst. Prodaniuk demonstrated excellent observational skills, sound decision making, and excellent teamwork when she located the suspect attempting to make his way past her location. She engaged him in a foot pursuit knowing that he was armed and posed a considerable risk to the public. Under stressful circumstances she accurately communicated her location to her team mates resulting in the apprehension of the suspect.</p> <p>As a result of Cst. Prodaniuk's actions this suspect was safely apprehended, a firearm was recovered, 2 separate financial robberies and 2 other non-financial robberies were successfully concluded.</p> <p>This event is an example of the dedication, teamwork, tenacity, and enthusiasm I have observed Cst. Prodaniuk display on a regular basis. These traits all the more remarkable in consideration of the fact that she is still completing her officer coach phase of training.</p>
Reported By:	Rob Anderson
Reported By Position:	Constable
Reported By Rank:	Constable
Supervisor Comments:	Thanks Kim for your outstanding effort to successfully conclude several major files. Sgt. Ball 2787
Area Commander Comments:	<p>Kim, outstanding police work. Most members go throughout their whole career without catching a bank robber and you can say you accomplished this on your officer coach phase, keep up the great work!!!</p> <p>Inspector Kathy Grant District 2</p>
Employee Sign-Off Date:	8-Nov-2008

TAB B

See text

Andy Woodward

Sent: Tuesday, August 02, 2011 3:41 AM

To: Kim Prodaniuk

Hi Kim

This is the serious Andy that you won't see much of unless the situation dictates that I need to be serious. We have talked many a time about how you and I have clicked when working together, like I said it very rarely happens, but with us it has. I feel much honored that you like working with me and I can't think of a better person I would want to be with than you. Looking back over my 20 years of policing I can honestly say the times you and I have been together you have been the best partner I have ever had. You have a fantastic sense of humor, a great personality, can be forceful when needed but can also show compassion when it is required. Your knowledge of the policy and procedure within CPS can only be a benefit to me, so I have decided that if you are unsuccessful in the Special duties and B&E competition I am going to request that you and I are made permanent partners, if this means that I have to return to 8-3 I haven't got a problem with that. I feel that my time with Phil has come to an end because I get the impression from him that he really enjoys 01 work and I think his next move could well be requesting a 10 week stint at it. If we end up working together for the next 10 weeks and things don't go the way you have planned for I would approach Lisa after 5 weeks of us being together. Have a think about it over the next few days and let me know. I am 8-4 next Monday Tuesday and Wednesday so if you want to meet for coffee on any of those days just send me a text.

Enjoy your days off hope your design trips give you a lot of food for thought. Take care

Andy

THIS IS EXHIBIT "B"
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

Jennifer Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

TAB C

SDT INTERVIEWS

Andy Woodward

Sent: Wednesday, August 10, 2011 3:59 PM

To: Kim Prodaniuk

Little Munchin

Hope the course wasn't too boring, as you know they have changed the questions in the interview, Lena spoke with me this afternoon and asked if I had spoken with you, she asked me to pass on the change, so the question changed is the decisiveness (wrong spelling I know) this is now and 'old age has kicked in and I have forgotten' but I have already told you so you should be able to remember. The other question is what can you bring to the SDT

Good investigation (proved that with the files you have done)

Work as a team member or able to work unsupervised.

Work as an individual if needed.

Good communication skills.

Reliable

Thorough

Good listener

Prompt

Good looking (you are, but don't tell them that, they might think they are ugly)

Able to work to deadlines

Able to work under pressure.

Just a few to give you a start.

Andy

THIS IS EXHIBIT " C "
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

Jennifer Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

TAB D

see text

Andy Woodward

Sent: Friday, August 19, 2011 11:33 AM**To:** Kim Prodaniuk

Hi Kim

I just wanted to let you know myself rather than others speculating on my own thoughts of you getting on the Special duties team. I think this is a great job for you, you are a born investigator and something like this will give you loads of work to get your teeth into. Being on the street in uniform is not where you will excel, the good jobs are very rare even though you seem to take a small job and investigate it correctly and get great results. I put a comment on facebook, quote "No doubt everything will sort themselves out" and the amount of comments i have had from friends in the UK has been amazing, i have sent back private messages to friends who have asked, saying i have lost the best partner i have ever had. I want you to know i totally mean that and for the next few shifts no matter whether they cut it short or continue to let you work with me until Phil comes back (middle of October) i want us to enjoy our selves, do the job and have fun.

I have no doubt that you will turn out to be one of my best friends.

See you Monday

Andy

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referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

Jennifer Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

TAB E

Event Title: Sundance Break and Enter Offences

Competencies: Communication
Dedication
Team Building and
Teamwork

Date Reported: 29-May-2012

Status: Sent To Employee

Positive/Negative Event: Positive

Event Description: On May 04, 2012, Cst. Prodaniuk was informed that uniform members of District 8 had located and arrested two suspects that were thought to be involved in a break and enter in the Sundance area.

Cst. Prodaniuk was a member of the District Operations Team (DOT) and was aware that break and enter offences were the number one priority under the District's Crime Management Strategy and she recognized that the suspects could be responsible for other offences in the area.

Cst. Prodaniuk along with her DOT team mates met with the arresting officers and obtained all the relevant details of the investigation. Once all the information regarding the investigation was gathered, the DOT divided the outstanding tasks and completed the investigation working collaboratively.

Specifically, Cst. Prodaniuk was tasked with: conducting background checks on the suspects; locating possible victims; and ensuring that all available evidence was gathered including statements from the various victims. Initially both suspects denied any involvement in any criminal activity. Armed with the information uncovered by Cst. Prodaniuk, the interview team persevered and eventually, after exhaustive interviews, both suspects admitted to their involvement in the offence they were arrested for and also implicated themselves in several other break and enter offences that they had committed previously.

Cst. Prodaniuk was so effective doing the background checks on the suspects that the interview team were able to get both suspects to agree to go out at a later date and point out all the residences that they had broken into; the suspects were charged with multiple counts of break and enter each.

Cst. Prodaniuk is commended for her Team work, Communication and Dedication. Cst. Prodaniuk contributed significantly to the collaborative team effort and the end result was that two young prolific break and enter offenders were identified and charged.

The arrest of the two accused persons had a significant impact on the District's Crime Management priorities and overall community safety.
(Reference case # 12-163608))

Reported By: Shawn Foisie

Reported By Position: Staff Sergeant

Reported By Rank: Detective

Supervisor Comments: Good Job Kim. Thank you

Derek Lotzer # 3485

THIS IS EXHIBIT " E "

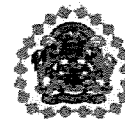
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Sworn before me this 11th
day of May A.D. 2020

Jennifer Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta

My Commission Expires: May 25, 2020



Area Commander Comments:

Great job Kim!

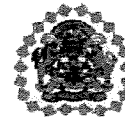
This investigation definitely high lights your commitment to an investigation!

Employee Sign-Off Date:

A/Insp Sueanne Ford #2999

25-Jul-2012

TAB F



Event Title: Operation Higher Learning

Competencies: Service Orientation
Team Building and
Teamwork

Date Reported: 10-Sep-2012

Status: Sent To Employee

Positive/Negative Event: Positive

THIS IS EXHIBIT " F "
referred to in the Affidavit of
Kimberley Prodanuk
Sworn before me this 11th
day of May A.D. 2020
Jennifer L. Miller
A Commissioner for Oaths in and for Alberta

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2021

Event Description:

In May 2012, members of the District 8 Operations Team were tasked with addressing some significant social disorder issues in the Shawnessy Business corridor; the issues came to light because of the impact on the District's Crime Management statistics.

After making some firsthand observations of the issues, the team decided to focus on the Tim Horton's and Wendy's restaurants located adjacent to Bishop O'Byrne High School.

The team, lead by Sgt. Derek Lotzer and Cst. Kim Prodaniuk and Cst. Lena Chernecki - whom acted as co-primary investigators responsible for the speed, direction and flow of the operation- initiated operation Higher Learning.

Operation Higher Learning was a multi faceted operation that included intelligence gathering, covert operations and high profile arrest and enforcement activities. Many of the offences were videotaped by DOT members; this was not only valuable evidence for court but was also a powerful tool to be used later for education and awareness purposes.

The operational phase of Operation Higher Learning ran for two weeks during which time 69 separate occurrences were dealt with. The occurrences included: drug trafficking, drug possession and multiple By-Law and Traffic Safety Act offences.

Upon completion of the operational phase of Higher Learning all of the statistics were compiled and a community meeting was held with representatives from the businesses affected, Bishop O'Byrne High School, Calgary By-Law and CPS all in attendance. The purpose of the meeting was to get input from everyone involved in the issue so an acceptable plan could be devised for addressing the issues moving forward.

The community meeting was held on June 14, 2012, and was a great success. The business owners in attendance were very thankful that the CPS was taking such an active interest in issues directly affecting the productivity of their businesses. The Vice Principal from the High School was reluctant at first to acknowledge the scope of the issues but was eventually brought around by the overwhelming statistical evidence and the willingness of everyone involved to address the issues in a positive way.

Following the community meeting, members of DOT worked throughout the summer with the relevant stake holders to develop a plan for addressing the social disorder issues upon commencement of the new school year in September.

On September 04, 2012, Operation Higher Learning was launched again and resources will be rotated amongst the business corridors adjacent to the three senior high schools in District 8. It is thought that with increased signs posted by By-Law and high profile enforcement early in the school year, students should have a very clear idea of what behavior is acceptable when frequenting the businesses near their schools.

A presentation of Operation Higher Learning was given during a Commanders meeting in the summer and a presentation to the CPS Executive is also tentatively set for sometime in the fall.

Operation Higher Learning is a great example of a District Operations Team being aware of the issues in their district and working as a team to deal with those issues effectively.

Great job taking the lead on this investigation Kim, it was a job very well done.

A/S/Sgt. Shawn Foisie.

Reported By:

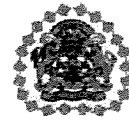
Shawn Foisie

Reported By Position:

Staff Sergeant

Reported By Rank:

Detective



Supervisor Comments:

An excellent effort on the file Kim. Your contributions were a necessity to the overall team success. Thank you.

Area Commander Comments:

Derek Lotzer #3485

Great initiative to start this file and a very successful conclusion. Thanks so much for your hard work Kim. Insp Ken Thrower 2452 Commander Dist 8.

Employee Sign-Off Date:

22-Sep-2012

Event Title:	Sundance Break and Enter Offences
Competencies:	Communication Dedication Team Building and Teamwork
Date Reported:	29-May-2012
Status:	Sent To Employee
Positive/Negative Event:	Positive
Event Description:	<p>On May 04, 2012, Cst. Prodaniuk was informed that uniform members of District 8 had located and arrested two suspects that were thought to be involved in a break and enter in the Sundance area.</p> <p>Cst. Prodaniuk was a member of the District Operations Team (DOT) and was aware that break and enter offences were the number one priority under the District's Crime Management Strategy and she recognized that the suspects could be responsible for other offences in the area.</p> <p>Cst. Prodaniuk along with her DOT team mates met with the arresting officers and obtained all the relevant details of the investigation. Once all the information regarding the investigation was gathered, the DOT divided the outstanding tasks and completed the investigation working collaboratively.</p> <p>Specifically, Cst. Prodaniuk was tasked with: conducting background checks on the suspects; locating possible victims; and ensuring that all available evidence was gathered including statements from the various victims. Initially both suspects denied any involvement in any criminal activity. Armed with the information uncovered by Cst. Prodaniuk, the interview team persevered and eventually, after exhaustive interviews, both suspects admitted to their involvement in the offence they were arrested for and also implicated themselves in several other break and enter offences that they had committed previously.</p> <p>Cst. Prodaniuk was so effective doing the background checks on the suspects that the interview team were able to get both suspects to agree to go out at a later date and point out all the residences that they had broken into; the suspects were charged with multiple counts of break and enter each.</p> <p>Cst. Prodaniuk is commended for her Team work, Communication and Dedication. Cst. Prodaniuk contributed significantly to the collaborative team effort and the end result was that two young prolific break and enter offenders were identified and charged.</p> <p>The arrest of the two accused persons had a significant impact on the District's Crime Management priorities and overall community safety. (Reference case # 12-163608))</p>
Reported By:	Shawn Foisie
Reported By Position:	Staff Sergeant
Reported By Rank:	Detective
Supervisor Comments:	<p>Good Job Kim. Thank you</p> <p>Derek Lotzer # 3485</p>

TAB G

FW: employee assessment

Kim Prodaniuk <KProdaniuk@calgarypolice.ca>

Thu 2012-10-04 10:36 AM

To: 'kbaird79@hotmail.com' <kbaird79@hotmail.com>

From: Lisa Nyman**Sent:** 2012 October 04 9:16 AM**To:** Kim Prodaniuk**Subject:** RE: employee assessment

Hi Kim – I've spoken with Don this morning and given him an overview. He is supportive of the four of us meeting – I would like to check everyone's Outlook for a time early next week when you're back at work if that is OK with you.

Also, I gave him the head's up that you might approach the CPA re: the assessment – he notes that the CPA's first move would be to call Don to discuss, and that comments you add to the assessment at this point will not be anything you can take back. He suggests, and I support him, that you keep your concerns regarding the assessment for our meeting next week before calling the CPA. Normal practice is to exhaust all avenues within the organization before going to an outside resource such as the CPA – so it makes sense that HR is the first step on this item.

I hope this makes sense and again apologize for things dragging on – please let me know how you feel about a meeting time next week and let me know if you have questions or concerns about this message so I can clarify.

Thanks,
Lisa

Lisa Nyman ♦ Respect Matters Program Manager ♦ Calgary Police Service
w) 403.428.8450 ♦ c) 403.826.0062 ♦ www.respectmatters.ca

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

All that is necessary for evil to triumph is for good men to do nothing. Edmund Burke

From: Kim Prodaniuk
Sent: Thursday, October 04, 2012 3:21 AM
To: Lisa Nyman
Subject: employee assessment

Hi Lisa,

So, it looks like Derek has done an assessment with the following comments below. I will be requesting documentation to support these comments via the CPA for starters. This assessment was due March 3, 2012 at which time he had been my supervisor for 1-2 months. He has completed this assessment on September 26, 2012 which appears a bit punitive. Furthermore, he offers his personal opinion that that is pretty damaging to my career:

"I believe that if Kim does not address some of these areas, such as self awareness, subsequent ventures on small teams may suffer the same result."

THIS IS EXHIBIT " G "
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020
Jennifer Miller
A Commissioner for Oaths in and for Alberta

In the mean, time, Ill be contacting the CPA about this and have asked the PEAKS administrator for the time period that was required for coverage when the assessment came due on March 3, 2012.

Please note: You will only be able to change the status of this assessment once you have saved your comments.

Employee: Prodaniuk, Kim, 4493

Period: 2012

Type: Annual

Title: 2012 Assessment

Promotional
Position/Rank:

Employee Comments:

Supervisor: Lotzer, Derek, 3485

Supervisor Comments:

I have been Kim's supervisor for approximately 8 months. I have had opportunity to observe Kim work in different capacities, including the District Operations Team, as well as on the street where I was partnered with her for a couple of shifts during summer/ Stampede street shortages.

I have observed the following to be Kim's strengths: strong work ethic, thoroughness, good attention to detail, takes pride in her work, and is a self motivator.

I observed the tail end of an investigation when I first got to 8 District. Kim demonstrated good investigative skills by taking a Crimestoppers Tip / Informant information from the information stage right through the execution of a CDSA search warrant at a residence of a neighborhood drug house. The accused had been a thorn in the side of residents in the Community of McKenzie Lake for quite some time. As a result of the investigation, the accused was charged and eventually making the neighborhood and complainant very happy and appreciative.

I observed Kim during Operation "Higher Learning" which targeted social disorder offences in the Shawnessy community. Kim worked well as a co-primary on the file. This operation was a good example of Kim working well with her team and also the public to accomplish a significant goal. As a result, this initiative has been presented at Commanders meetings and SCMS meetings.

I have also noted some areas where Kim could make some improvements (all of which I have had conversations with Kim about), including: how she interacts with people, both the public and her co-workers, how she reacts to constructive criticism. I have observed during debriefs and arguments with co-workers that Kim takes comments quite personally and sometimes deflects responsibility onto others and seems unwilling to take responsibility and learn and grow by it.

Although on a small team arguments are inevitable, Kim needs to learn how to accept responsibility for her own actions, while also being more sensitive in how she

addresses the actions of others which seems to be the root of many disagreements. I believe once Kim learns how to adapt her communication to be appropriate to the situation at hand, she will be involved in less confrontation both on her team and with the general public. These disagreements have resulted in hurt feelings and some alienation of herself from the team.

I believe that if Kim does not address some of these areas, such as self awareness, subsequent ventures on small teams may suffer the same result. If she continues to strive to improve these areas, I think Kim has great potential for the future as a member of the Calgary Police Service.

Supervisor Comment

Date: 26 Sep 2012
Reviewer: Lotzer, Derek, 3485

Reviewer Comments:

Commander: Thrower, Ken, 2452

Commander Comments:**Commander Comment**

Date:
Assessment Due: 6 Mar 2012
Date Created: 17 Sep 2012
Status: Submitted to Employee



Cst. Kim Prodaniuk #4493
Calgary Police Service
North District
11955 Country Village Link NE
(403) 567-6700

TAB H

FW: meeting request

Kim Prodaniuk <KProdaniuk@calgarypolice.ca>

Thu 2012-10-04 5:21 AM

To: 'kbaird79@hotmail.com' <kbaird79@hotmail.com>

From: Kim Prodaniuk**Sent:** 2012 October 04 3:24 AM**To:** cpa@backtheblue.ca**Subject:** meeting request

Hello,

I'm having a problem with a situation at work involving some respect matters concerns and a supervisor as well as a punitive assessment that I received. Can I schedule a meeting sometime in the near future to discuss this with someone?

Thanks,

Kim



Cst. Kim Prodaniuk #4493
Calgary Police Service
North District
11955 Country Village Link NE
(403) 567-6700

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referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020
Jennifer Miller
A Commissioner for Oaths in and for Alberta

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A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

FW: Meet

Kim Prodaniuk <KProdaniuk@calgarypolice.ca>

Fri 2012-10-05 11:25 AM

To: 'kbaird79@hotmail.com' <kbaird79@hotmail.com>

Cst. Kim Prodaniuk #4493

Calgary Police Service

District 8 Operations Team

450 Midpark Way SE

cel. (403) 860-4757

bus. (403) 567-6800

-----Original Message-----

From: Les Kaminski [<mailto:lkaminski@backtheblue.ca>]

Sent: 2012 October 04 12:32 PM

To: Kim Prodaniuk

Subject: RE: Meet

You bet.

-----Original Message-----

From: Kim Prodaniuk [<mailto:KProdaniuk@calgarypolice.ca>]

Sent: October-04-12 12:26 PM

To: Les Kaminski

Subject: RE: Meet

Sounds good, Ill see you then

Cst. Kim Prodaniuk #4493

Calgary Police Service

District 8 Operations Team

450 Midpark Way SE

cel. (403) 860-4757

bus. (403) 567-6800

-----Original Message-----

From: Les Kaminski [<mailto:lkaminski@backtheblue.ca>]

Sent: 2012 October 04 12:21 PM

To: Kim Prodaniuk

Subject: RE: Meet

How about Friday at 9:30?

-----Original Message-----

From: Kim Prodaniuk [<mailto:KProdaniuk@calgarypolice.ca>]

Sent: October-04-12 11:04 AM

To: Les Kaminski

Subject: RE: Meet

Hi Les,

Thanks so much for getting back to me so quickly. Im a bit short on sleep at the moment, so would anytime on Friday work? I have a meeting with HR Inspector, SSgt and respect matters Lisa Nyman next week about an issue I reported a couple months ago and its getting a bit ugly from my supervisors side. HR seems supportive at the moment though.

-----Original Message-----

From: Les Kaminski [<mailto:lkaminski@backtheblue.ca>]

Sent: 2012 October 04 7:39 AM

To: Kim Prodaniuk

Subject: Meet

How about noon today?

TAB I

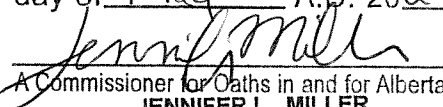
FW: Update on Progress

Kim Prodaniuk <KProdaniuk@calgarypolice.ca>

Tue 2013-05-07 3:51 PM

To: 'kbaird79@hotmail.com' <kbaird79@hotmail.com>

Cst. Kim Prodaniuk #4493
Calgary Police Service
North District- Team N1-A1
11955 Country Village Link NE
(403) 567-6700

THIS IS EXHIBIT " I "
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

A Commissioner for Oaths in and for Alberta
JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

From: Jennifer Ward**Sent:** 2013 May 07 11:13 AM**To:** Alana Kraft; Amanda Hill; Amy Bates; Lisa Hare; Susan Gagne; Kristina Braun; Samantha Price; Jennifer Doolan; Marsha Kutarna; Michelle Southorn; Jen Copping; Christy Christen; Brenda Murdoch; Kim Prodaniuk**Subject:** Update on Progress

Good Morning Everyone,

I just wanted to update you all, and for those who are unaware, inform you what is going on. Following Marlene HOPE and my meeting with Superintendent McClellan, the Chief and Howard BURNS, regarding issues we have both had with HR, we were both contacted by an outside third party source wishing to speak to us. The Chief has brought in a third party to speak to people who have had issues or problems in dealing with HR. The auditors would like to speak to anyone and everyone who have had concerns with this department. All information provided to this third party source will be held in confidence and will not be shared with anyone in HR. They will contact you via email and set up a meeting outside of WW and anywhere neutral you would like to meet with them. The purpose behind this third party audit is to determine how HR is being run. I have spoken to some of you who have provided personal accounts and issues you have had with HR or individuals within your work area. Feel free to bring up any concerns you have as everything needs to be analyzed and presented to the Chief to ensure all issues are appropriately addressed.

The Chief has told both Marlene and me that he wants everything brought out and dealt with. The only way for that to be done is for people to speak up and tell the auditors their experiences. How small or insignificant you feel something is, or if you feel it is in the past and already dealt with...it needs to be told. People will not change and they will not learn from inappropriate and negative behavior if it is not brought to their attention.

If you have any questions or require further clarification, please call me, otherwise email me and let me know if you would like me to provide the auditor with your names for them to contact. Please let me know of any other individuals who might want to come forward.

Take Care and let me know if you are interested in coming forward.

Kind Regards,
Jen
(403)585-6078

P.S. For those of you have already spoken to Marlene, disregard.

TAB J

Regimental Number: 4493

Last name: Prodaniuk

Position: Senior Constable Level 1

First Name: Kimberley

Preferred First Name: Kim

E-mail Address: pol4493@calgarypolice.ca

Assessment Title: 2015 IDP Assessment - Homicide

Date Created: 6/23/2015

Date Completed:

Assessment Type: Interim

Assessment Status: Acknowledged by Employee - Complete

Supervisor: Brad Zavisha

Supervisor Comments:

Constable Kim Prodaniuk joined the Homicide Unit on January 13, 2015 as an IDP. I had the opportunity to supervise Kim during her time in Homicide and she was a consummate teammate and overall professional. Some of the attributes that made Kim a valuable and productive member of our team was the high level of consistency she displayed on a daily basis. Kim continually sought opportunities to assist and take on tasks to assist with moving our investigations forward. As a result, Kim had been provided the opportunity which challenged her ability in warrant writing, file management and interviewing. Kim completed her tasks in a timely but efficient manner while ensuring they were completed with a high level of proficiency. It should be noted that while in Homicide, Kim on a consistent basis was available to respond to requests for call-out at all hours of the day or night. As this is not an expectation, Kim had made sacrifices for needs of the team. Kim's dedication is commendable.

Kim continually sought opportunities to develop her investigative skills. I have listed a few of the investigations and roles that Kim had undertaken during her time in the Homicide Unit:

- CPS Case number 15059509 Dawns BAPTISTE (HOSSACK) - Kim accepted the role of Affiant (Production Order x 1), conducted witness interviews as well as scribe for additional interviews. Kim also attended the Autopsy and provided a detailed synopsis/report to the primary of the Medical Examiners findings;
- 15039179 HOANG (ZAVISHA) – Kim took on the role of Investigative Scribe during the initial stages of the investigation. Kim quickly transitioned into the role of Affiant and crafted numerous orders for this investigation. (OMNIBUS order x 12);
- 14338577 (MACIVER HOMICIDE) (HOSSACK) – Kim once again accepted the role of Affiant and crafted a Production order;
- 14250371 GOOT (ZAVISHA) – Kim was tasked with completing an analysis from the initial production orders results. This led to Kim crafting an additional 3 Production Orders;
- 12375363 R. v. KEROR (BARROW) – Kim volunteered to assist Det. BARROW by being the Crown Contact and attending all Meetings between the Crown and key witnesses (Witness Management). This included documenting and reporting all new information to the primary;
- 15019935 REICHERT (ZAVISHA) – Suicide by Handgun Investigation, Kim attended the scene, met with family members, FCSU and the Medical Investigator. Kim also completed a comprehensive and detailed investigative summary.

Cst. Kim Prodaniuk over her time in Homicide demonstrated a good base to her investigative skills and was a welcomed addition to the Homicide Unit. Kim communicated and worked alongside her peers while using a respectful approach and I would like to take this opportunity to thank you, Kim for all of your efforts during your time with us. Your efforts were noted and appreciated by all those you impacted in a positive manner.

Employee Comments:

JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta

My Commission Expires: May 25, 2020

THIS IS EXHIBIT "J"
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th

day of May A.D. 2020
Calgary Police Service

Jennifer L. Miller
A Commissioner for Oaths in and for Alberta

IDP training in the Homicide Unit was an incredible experience that I hold tremendous value on. The timing of this IDP training happened at one of the busiest times in several years for new homicides in the city, which was challenging given the number of tasks and time constraints to complete them in. This was a challenge that I looked forward to every shift, and that I would bend over backwards to be part of again. I learned so much about major case management roles, improving my warrant writing skills, witness management, and interviewing to name a few. I learned a ton from my IDP supervisor, Det. Zavisha, and appreciate his time and knowledge teaching me new skills that have greatly impacted how I do investigations.

Other roles that I held that were of note is interviewing a witness on the Whitehorn BAPTISTE homicide, resulting in narrowing down a timeline of when the homicide occurred, and also interviewing a witness on The AHMED homicide (Case# 15000460).

In addition, I interviewed a witness on the OMAR homicide (Case# 15001631) where I was able to obtain additional information that was previously unknown while on a meeting in Red Deer.

A major highlight on a file during my IDP training was on the BAPTISTE homicide (Case# 15059509) where I communicated the description of a 'person of interest' to a uniformed member who later dealt with the person on an unrelated call in 1 district. Based solely on our communication, the District 1 officer was able to identify the 'person of interest' (Curtis HEALY) and arrested him for the murder of Dawn BAPTISTE. Additionally, I used my contacts inside and outside the CPS and was contacted by a Correctional Officer who saw a media release and was the first person to identify the 'person of interest'. Both the identification of Curtis HEALY by name by the Correctional Officer and locating HEALY occurred simultaneously while Det. Hossack and I were the only remaining members in the unit, resulting in coordinating his arrest for murder. HEALY later confessed in an interview and was charged with the first degree murder and sexual assault of BAPTISTE. The victim's family later appeared on national news thanking the CPS which was an important event, as it coincided with a media release on the high rate of aboriginal women being murdered and police response. This event was a huge accomplishment that I am very proud of to have been a part of, and on a team that solved this homicide.

More specific details of my involvement on particular files is listed in my 2015 District 5 annual assessment. I worked in different roles/ tasks on a total of 15 different files while on IDP.

A big thank you to District 5 who supported me for this amazing experience.

Commander Comments:

Reviewer Comments:

Behaviour

Rating

Investigative Training - Case File Management

Response to Crown Memos
Court Preparation / Disclosure
Create Investigative Log
Identify and Assign Follow Up
Complete Documents / Reports

Mastering (4)
Mastering (4)
Applying (3)
N / O
Mastering (4)

Investigative Training - Conducting an Investigati

Complete Investigation
Use of External Resources/Internal Units
Use Intelligence Database
Complete Paperwork
Preliminary Investigation

Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)

Investigative Training - Interviewing - Witnesses :

Post Interview Follow Up
KGB Interviews
Interview Skills
Adapt Environment
Pre-Interview Preparation

N / O
N / O
Mastering (4)
Mastering (4)
Mastering (4)

Investigative Training - Interviewing and Interrog:

Interrogation Techniques
Build Rapport
Court Admissibility
Pre-Interview Preparation.
Understanding Accusatory / Informant Difference

N / O
N / O
N / O
N / O
N / O

Investigative Training - Search Warrants - Prepari

Execution
Coordination of Resources
Court Relationship
Preparing an ITO
Information Gathering

Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)

Investigative Training - Time Management

Follow Ups Completed
Delegation or Assistance
Weekly / Monthly Tasks
Daily Tasks
File Management

Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)
Mastering (4)

TAB K



Walsh LLP

Barristers & Solicitors
2800, 801 6 Avenue SW
Calgary, Alberta T2P 4A3
Phone 403-267-8400
Fax 403-264-9400
Toll Free 1 800 304-3574

www.walshlaw.ca

THIS IS EXHIBIT "K"
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020

Attention:
Direct Dial Number:
Email Address:
Legal Assistant:
Direct Dial Number:
Email Address:

Brendan Miller
403-267-8467
bmiller@walshlaw.ca
Flora Lee
403-267-8482
flee@walshlaw.ca


JENNIFER L. MILLER

A Commissioner for Oaths in and for Alberta
A Commissioner for Oaths
in and for Alberta

May 13, 2019

VIA EMAIL

With Prejudice

My Commission Expires: May 25, 2020

The City of Calgary
City of Calgary Police Service
Chief of Police of the City of Calgary
Police Service
Brownlee LLP
7th Floor, 396, 11th Avenue S.W.
Calgary, AB T2R 0C5

The Calgary Police Association
Paliare Roland Rosenberg Rothstein LLP
155 Wellington Street West, 35th Floor
Toronto, ON M5V 3H1

Attention: Megan Van Huizen

Attention: Caroline V. ("Nini") Jones

Dear Ms. Van Huizen and Ms. Jones:

Re: Kimberley Prodaniuk v. The Corporation of the City of Calgary et al
Our File No. 89056-1
Court File No. 1901-03329

Further to the aforementioned matter, I write with respect to the issue of forum.

We put forward that the entirety of this dispute be put into arbitration and that all parties waive the issue with respect to limitations as is permitted by 4.04 of the Collective Agreement which state that "the time limits as set out in the grievance procedure may be extended by any longer period which is mutually agreed to be the parties". We propose the following waiver:

All parties waive all time limits under the Collective Agreement arising from the Statement of Claim, and in lieu of that waiver the parties agree to be governed by the Limitations Act, RSA 2000, c L-12, and both the Limitation Act and the Alberta Rules of Court Alta. Reg 124/2010, regarding amends to the Amended Statement of Claim filed May 10, 2019 by Kimberly Prodaniuk in the Alberta Court of Queen's Bench.

Further, as the Calgary Police Association and Chief of Police do not come under the arbitration provision at s.21 of the *Police Officers Collective Bargaining Act*, RSA 2000, c P-18, and it is questionable whether my client's claim before the Court comes under that provision at all, we would require all parties to sign an arbitration agreement. In that agreement, rights to appeal, procedure etc. should be the same as that under the *Police Officers Collective Bargaining Act* for all parties. But it must be agreed that the arbitrator has jurisdiction over all parties and



May 13, 2019
Page 2

matters claimed by my client and that the arbitrator can grant any remedy that the Court of Queen's Bench could have. Any argument about any benefit my client has received by any other mechanism, like WCB, would be agreed to be argued by the Defendants at the Arbitration as a prohibition against double recovery to the extent that such benefit would duplicate remedies sought in the Amended Statement of Claim. Lastly, the City of Calgary, the Calgary Police Service, and the Chief of Police would have to agree to pay for the arbitration, which I understand is the usual course anyways.

By agreeing to the waiver as stated herein and to the terms of arbitration above, my client's rights, *inter alia*, to access a Superior Court under s.96 of the *Constitutional Act*, 1867 30 & 31, Vict, c 3 would not be violated by the application to strike filed by the Calgary Police Service, the Chief of Police and the City of Calgary. Further, it would not require my client to argue the Alberta Court of Queen's Bench use their residual jurisdiction to preserve the claim as they did in *Wanke v. University of Calgary*, 2011 ABCA 235. The fact is that as per s.3.1 of the *Limitation Act*, my client's claims that relate to any misconduct of a sexual nature perpetrated by a dependent, whether financially, emotionally, physically or otherwise, have no limitation period. The intention of s.3.1 of the *Limitation Act* was to apply to employers (see Alberta Hansard, April 19, 2017 at p. 678). Such a mass difference between limitation periods in the Collective Agreement and the *Limitation Act* are, arguably, a violation of my client's rights to equality under s.15 of the *Charter*. Further, my client did not discover her injuries until September 1, 2017, which is within the general limitation period of the *Limitation Act*. She then had to work up the courage to file this claim, in the face of the fear of reprisal, and facing similar issues as the plaintiff in *Wanke v. University of Calgary*, *supra*. This is on top of what is *prima facie* equitable fraud.

Please note this letter is sent with prejudice. That is, this letter will form part of the record in this proceeding and so will any response to it, or lack thereof.

Yours truly,

WALSH LLP

Brendan Miller
BMM:fl

TAB L



BROWNLEE LLP
Barristers & Solicitors

Suite 700
396 11th Ave. SW
Calgary, AB Canada T2R 0C5
Telephone: (403) 232-8300
Telecopier: (403) 232-8408
E-Mail: e-mail@brownleelaw.com
WebSite: www.brownleelaw.com

Refer to: Megan Van Huizen
Direct Line: (403) 260-5309
E-mail: mvanhuizen@brownleelaw.com
Our File No.: 72090.0008/MVH

May 16, 2019

Via Email: BMiller@walshlaw.ca

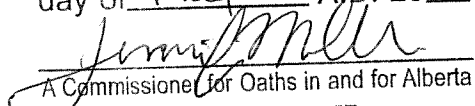
Walsh LLP
Barristers & Solicitors
2800, 801 – 6th Avenue S.W.
Calgary, AB T2P 4A3

Attention: **Brendan Miller**

Dear Sir:

Re: **Kimberley Prodaniuk v. The Corporation of the City of Calgary et al.**
Court of Queen's Bench Action No. 1901-03329

THIS IS EXHIBIT "L"
referred to in the Affidavit of
Kimberley Prodaniuk
Sworn before me this 11th
day of May A.D. 2020


A Commissioner for Oaths in and for Alberta
JENNIFER L. MILLER
A Commissioner for Oaths
in and for Alberta
My Commission Expires: May 25, 2020

Further to your correspondence dated May 13, 2019, the City of Calgary, Calgary Police Service, and the Chief of Police of the Calgary Police Service do not consent to your proposed waiver of the limitation periods set out in the Collective Agreement with respect to your client's claims.

Yours truly,

BROWNLEE LLP

PER:



Megan Van Huizen
MVH/om

cc: Nini Jones, via email: Nini.Jones@paliareroland.com