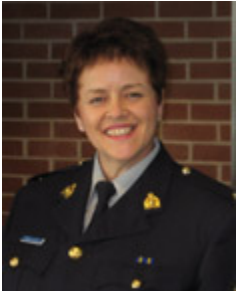


2008 Recipients under the IAWP Officer of the Year Awards Program

2008 OFFICER OF THE YEAR AWARD

Constable Marie Dumont



Constable Marie Dumont

Constable Marie Dumont started with the Royal Canadian Mounted Police in June 1987. Throughout the years, she has served in Newfoundland, Toronto and New Brunswick.

Marie came from a family of 12 children. Community was important to her and she believes that her dedication to the community will bring the police and citizens closer together.

One of Cst. Dumont's proudest accomplishments is being a DARE instructor and is passionate about the program. She continues to maintain contact with students who have long graduated from the program. If they have faltered from healthy choices she works hard to let them know they are not forgotten. She had one group of students write cards to a forgotten soul and brought the cards to court for him to give him

encouragement.

Marie recognized the need to provide assistance to victims of crime. She took it upon herself to revitalize "Victim Services" for her policing district. She recruited old members to come back and trained new members to help the many victims of crimes.

Marie is working hard to establish "Restorative Justice" in her region. She has been very successful in resolving several cases but has set a precedent for producing the most effective "Restorative Justice" program in the RCMP in New Brunswick.

Cst Dumont has all the skills of a leader. She has demonstrated her leadership repeatedly and continues to impress those around her. Regardless of the problem, she is quick to problem solve and us a team approach. She establishes goals, develops realistic plans of action and is able to pull resources together to get things done. She is very innovative in her approach as she does not benefit from designated or assigned resources in her unit.

Marie is a great supporter of women's issues. She has been a long-standing member with the AWLE and the IAWP, while encouraging other female officer to attend these informative training programs for women. She continually motivates, mentors, and supports new female police officers and has lectured on the role of women in policing during the celebration of International Women's Day, where she shared her experiences as a woman in law enforcement.

Marie has devoted herself to the implementation and continuation of many programs. For example, Cops for Cancer, Operation Red Nose, which prevents driving drunk during the holidays. She works hard at teaching youth internet safety and cyber bullying.

Cst. Dumont always performs her duties at the highest level. Her dedication to the community and the endless passion she demonstrates is unparalleled. She emanates a true beauty that comes from within. It is evident that is exemplary individual loves her work, her community, and especially youth.

Marie for all of your hard work the IAWP is proud to present you with the 2008 Officer of the Year Award.

2008 EXCELLENCE IN PERFORMANCE AWARD

Constable Suzanne Bedard



Constable Suzanne Bedard

Constable Suzanne Bedard has been with the Halton Regional Police Service since 1997. Suzanne was a member of the Ontario Provincial Police Service starting her career in 1989.

Suzanne's success is with her keen sense of investigation skills and her ability to bring together individuals to form a successful team. Suzanne has also made long term contributions to the Halton Regional Police that has increased her overall effectiveness. A simple case can turn into a highly publicized case with long term results in taking a large group down or solving many community problems.

A stolen vehicle arrest turns into solving several thefts of air bags. A cigarette thief turns over AK47 and shot guns. A drowning of a baby uncovered information relating to an organized crime group involved in counterfeiting and fraud. Golf club thefts resulted in closing down active crack houses in Peel and Toronto.

Year after year Suzanne has been involved in many simple cases turning over larger crimes. She has managed an auto theft portfolio, a load theft portfolio, and robbery portfolio and as a member of Halton's Major Incident Response Team she was assigned to there homicide investigations.

One of Suzanne's peers said, "Suzanne is a pit bull. I would not want her investigating me. She is a partner that one could always depend on."

Suzanne for all of your excellent work the IAWP is proud to award you the 2008 Excellence in Performance Award.

2008 LEADERSHIP AWARD

T/Superintendent Louisa Pepper



T/Superintendent Louisa Pepper

Louisa has demonstrated extraordinary leadership qualities throughout her 17-year working life with Suffolk Constabulary. She has that rare ability to combine an action-orientated approach to get things done with the skill to understand people's complex emotions and motivations.

Louisa genuinely wants to help others achieve their potential by listening, encouraging them to believe in themselves and by offering mentoring opportunities. She is willing to show her vulnerable side to convince others that "they can do it too", if they wish, and that she has anxieties too - a rare quality in any senior manager

Louisa often manages high workloads, on top of a busy home life, but is able to remain calm under pressure and can give negative feedback, even in pressured situations, without appearing aggressive or stressed. She ran southern area CID following the five murders at the end of 2006. Despite having a depleted staff she kept moral high amongst officers whilst continuing to keep on top of detections and crime figures. Louisa ensures that everyone knows what is expected of them, but makes her own contribution of at least equal, but more often greater weight.

In 2007 Louisa was awarded an area merit award for her leadership on a drugs operation named Operation Academy. She played a key role in maintaining the operation's profile in the face of skepticism from other police areas securing the resources to maintain its momentum. It resulted in 94 serious drugs offences being detected, 175 arrests and drugs and property seized worth £149,235.

Her leadership has been praised in a diverse range of situations: from commanding a football match, to performing 'on-call' duties, to implementing a major strategic change. Louisa is not afraid to take on additional responsibility even volunteering to work nights one weekend on top of her day job.

2008 MENTORING AWARD

Superintendent Jane Horwood



Superintendent Jane Horwood

Jane Horwood joined West Mercia Constabulary in 1980. She is currently a divisional superintendent, operations and a force negotiator.

Jane has been involved in the West Mercia Women's Network since its inception and took on the role of chair in 2004. She has continually sought opportunities to support women in the organisation and established a forcewide mentoring scheme. She also pricked the organisational conscience resulting in the establishment of a mentoring project to support all minority groups within the force.

Jane also gives her time freely to mentor men and women across the organisation. Diversity Advisor Helen Danks believes Jane is a "natural mentor". She says: "She encourages people because she can see their potential. I do not think however she realises how influential her words of advice can be."

Jane establishes long-term mentoring relationships when appropriate. Deb McIntosh, the Force Incident Registrar, says of her two and a half years with Jane: "my confidence and therefore my professional growth has developed..[she] has encouraged me to have faith in my abilities"

Helen Bray agrees: "Without this sort of support from a senior female officer I think fewer young in service women, myself included, would have the ambition to pursue their career aspirations, whatever those may be."

Jane is seen as the 'coach of choice' across West Mercia finding herself inundated when promotion boards are approaching. She runs mock interviews, encourages and supports colleagues - both male and female - and recently arranged an outside consultant to deliver a session for a group of prospective chief inspectors.

Jane really has that special touch that enables her to talk to people at all levels and leave a positive impression. Another colleague A/Superintendent Matt Mead said she was a "shining example of a professional mentor".

2008 COMMUNITY SERVICE AWARD

PC Sandra Hutton



PC Sandra Hutton

PC Sandra Hutton has been a police officer for 17 years. She currently works as a liaison officer in Kirkton, Dundee. Kirkton is an area with a high level of poverty, unemployment and deprivation and many associated social and economical problems.

For the past five years, in addition to full-time work, Sandra has been volunteering for a charity, Eighteen And Under. This charity provides support for young people who have been abused, and develops personal safety programmes for children and vulnerable adults.

Sandra mucks in and helps out with everything. She tidies, she cleans, she makes tea, she goes into schools and gives talks for the charity, she provides training on child protection, she talks with young people who do not trust authorities and proves to them that she is trustworthy. It makes an incredible difference in how some young people view authorities and often makes a big difference in their behaviour.

Sandra, now an elected manager, is involved in policy, planning, project development finance, staffing and supervision. She has raised over £100,000 for the charity.

Sandra was instrumental in the development of resources for use with the elderly to teach them about health and safety. She adapted the charity's abuse prevention and personal safety (V.I.P -Violence Is Preventable) project, which was aimed at children, and made it suitable for the elderly.

Sandra has set up an after school samba drumming band as a diversionary activity. Every Monday, the group runs for an hour. Sandra is there every week. Sandra has since set up a drumming group for local women.

Sandra also approaches local and national stores throughout the year to gather gifts for local deprived children and others who visit Tayside from Chernobyl.

Sandra won the Big Hearted Scot of the Year Award 2007 and the Wave 102 Local Hero Award.

2008 CIVILIAN ACHIEVEMENT AWARD

Shahina Ahmed



Shahina Ahmed

Shahina joined Cambridgeshire Constabulary in 2004 as a Specials Co-ordinator, but from the outset has been involved in supporting a range of policing activities. Her work has spanned from identifying hard to reach non-English speaking groups in which to raise awareness of domestic violence through workshops and translated leaflets, to mentoring and coaching Asian women. She has guided a number of women through successful applications for the Special Constabulary. She has also amended and adapted recruitment procedures for individuals who have dyslexia.

Shahina has used her language skills and cultural knowledge to help both the police, by giving officers guidance on how to behave, and to support victims by explaining police processes. In particular she has supported and reassured a family who were the victims of hate crime and has encouraged colleagues to follow her lead.

Shahina has also been instrumental in highlighting the importance of police staff and police officers observing Ramadan. She made strong recommendations to the force to look at changing shift patterns, and changing break times to coincide with the closing and opening of fast.

Her cultural knowledge has also helped senior officers forge links with the local Muslim communities. She recommended officers approach the mosques during Ramadan which is a time of peace, prayer and forgiveness.

Shahina has identified new and innovative ways to recruit BME staff and make the force more attractive to them by tackling internal practices - hi-jabs were introduced as scales of entitlement on the uniform list in part thanks to Shahina.

Shahina has raised the profile of the Special Constabulary both regionally and nationally promoting it to women, diverse communities and young people. Her proactive work, including arranging an annual conference, has won her and her team the National Special Constabulary Recruitment Award for Volunteers 2007.

2008 MEDAL OF VALOR

Constable Tammy Sanders



Constable Sanders

February 14, 2007 was a night Constable Sanders will not forget. There was a raging storm taking place in St. John's New Brunswick. Roads were closing and most patrol cars were taken off the street and replaced with rented four wheel drive vehicles.

It was a dangerous night to be working, because of the weather, many people were forced inside, but as we all know officer don not have they luxury to just not come to work because of bad weather.

At 1810 hours Tammy and her partner received a call saying that a woman had called and said her 44 year old roommate was going to commit suicide. The man was very depressed, had not made an attempt on his life and had no weapons. But he was very determined to end his life.

Constable Sanders and her partner made there way to the call. They requested back up and then found out that the male now had a gun. They were able to get into the secured building by contacting someone on a different floor. They made sure other officer could get into the building and proceeded to the call.

They were unable to located access to the fourth floor by stairs and were forced to use the elevator. When the elevator door opened they had their guns drawn and looked down the hall to see a man and a woman sitting on the hallway floor. No weapons were visible. As both officers approached the female, she shouted, "He has a gun!"

They ordered the female to move and the male to drop the gun. The female refused to move because the male told her, "When the police come I am going to shoot them first and then myself." The woman began wrestling with the man and the gun went off. The man yelled for the officer to kill him for he was going to kill them. Constable Sanders ran towards the couple on the floor and stepped on the man's hand that was holding the gun and sprayed him with mace. After the suspect was sprayed the suspect let go of the gun. Tammy secured the gun, back up arrived and the suspect was taken into custody.

No officers were hurt, the victim was safe, no one in the apartment was hurt and the suspect was crying while he was arrested.

Constable Tammy Sanders for your valor the IAWP presents you with their 2008 Medal of Valor Award.