

Summary of Investigation regarding a subject officer's admission to the Atlantic Police Academy and his hiring, suspension and dismissal by Kensington Police Service

As a result of a ministerial assignment under section 18(1) of the *Police Act* the office of the Police Commissioner engaged a retired member of the RCMP to review the records and procedures surrounding the admission of a subject officer to the Police Science Cadet Program at the Atlantic Police Academy (APA) and his subsequent hiring, suspension and termination by the Kensington Police Service (KPS).

The investigation revealed that in a Pre-Engagement Polygraph Examination Suitability and Security Booklet, which is part of the APA application process, the subject officer made a number of disclosures about his prior conduct. In the opinion of the investigator these disclosures revealed significant deviant behavior that should have disqualified him from further consideration for admission to the APA. However, the application process continued and after the subject officer passed a polygraph test the Academy leaders decided to admit him. In due course he graduated as a police constable.

The subject officer was hired by the KPS in reliance on his graduation from the APA. The Chief of the KPS indicated to the investigator that he relies heavily on the screening process used by the APA when considering graduates of that institution for employment. When he hired the subject officer the chief was unaware of the information about deviant conduct that had been obtained from the subject officer during the APA application process.

Later, the subject officer, while still a member of the KPS, applied to join a police department in another province. In the course of an interview for that job the subject officer revealed information about himself that was similar to what he had revealed during the APA application process. The interviewing officer regarded the disclosed conduct so serious that he gave the subject officer a police warning.

The information obtained from the subject officer by the interviewing officer was subsequently referred to the police department of jurisdiction for criminal investigation. The information was also passed on to the Chief of the KPS. This was the first time the Kensington chief heard of these incidents from the subject officer's past. As a result of the information the subject officer was immediately suspended and eventually terminated from employment with the KPS.

The criminal investigation of the subject officer by the police department of jurisdiction ended without charges due to the lack of cooperation from victims or witnesses.

Dated: June ¹² 2017.


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