

2010 Recipients of IAWP Awards



Constable Sharon Warren
Royal Newfoundland Constabulary
St John's, Newfoundland
Canada

Officer of the Year

Constable Sharon Warren is completing her 21st year with the Royal Newfoundland Constabulary. She was a solid and dependable patrol officer, respected by all who worked with her. She served as a coach officer and provided mentorship to junior patrol officers. Constable Warren has been a member of the recruitment team that traveled the province promoting the Diploma in Police Studies Program at Memorial University.

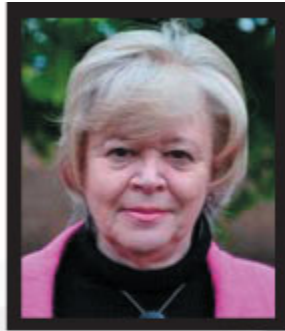
After her patrol assignment, Constable Warren was transferred to the Sexual Offence Unit in the Criminal Investigative Division, which is one of the most stressful units in the organization due to its focus on child sexual abuse. After seven years in this unit, she transferred to the Major Crime Unit, where she has served as the unit supervisor for extended periods.

Constable Warren's career has been an example in leadership, community service and excellence in performance. She has mentored many police officers who have benefited from her considerable experience and sound judgement. Constable Warren's contributions to her community have been exceptional. She has been a key participant in a number of initiatives that have increased the standard of excellence in the delivery of police and social service response to some of the most vulnerable people in society. She has long been involved on boards and committees which have had significant implications for the communities policed by the Royal Newfoundland Constabulary. For instance, Constable Warren has been at the forefront of the development, implementation and delivery of the "Collaborative Approach to the Investigation of Child Sexual Abuse and Family Abuse." She also sits on the Sexual Harassment Board at Memorial University.

Constable Warren is a frequent presenter and teacher to a variety of groups and professionals on a range of subjects from investigative practices to educating social workers and police officers on aboriginal issues.

Constable Warren is also an excellent investigator. She possesses exceptional knowledge of investigative procedures and law and demonstrates sound judgement and strong leadership qualities. Constable Warren is able to function effectively and make good decisions under difficult conditions. She is often assigned large and complex cases. The Newfoundland Crown Attorneys' Office has praised her handling of many cases prosecuted by their office.

Constable Warren has been a part of many teams, both from an operational standpoint with Major Case Investigative Teams to various interagency teams. Constable Warren displays the attributes of a true leader in policing. She accepts challenges, is a good listener, is passionate about important issues, is optimistic and is willing to share knowledge, power and credit.



Civilian Achievement

Vicki Hastings
Cumbria Constabulary
Cumbria, United Kingdom

Vicki Hastings has made a tremendous impact on the Cumbria Constabulary through the successful implementation of an organizational wide system that supports officers and staff in dealing with the very real traumas they face in their day to day activities. She has supported this with the development and delivery of high quality training, implementation and interpretation of stress audits and production of educational and informative literature on various health related matters.

One of the most significant and important initiatives undertaken by Vicki to improve the health and well-being of department personnel, has been the introduction of the Trauma Risk Management (TRiM) process, which replaced the previously used Critical Incident Stress Debriefing (CISD). Vicki's knowledge, natural communication skills and credibility helped ensure a smooth transition to the new system.

Through working with officers and other staff within the Constabulary, Vicki's goal has been to significantly diminish and ultimately eradicate the stigma associated with seeking and receiving psychological help. She has helped hundreds of individuals to improve their home and working lives through addressing many varied health related problems.

As a provincial commander, Major General Yolisa Matakata recognized that the traditional opportunity and promotion process in the South African Police Service needed to be decentralized to create a process where women officers could play a more pivotal role. Based on her philosophy that women leaders should take responsibility to create conditions for other women to succeed, General Matakata conceptualized and facilitated the implementation of a mentoring program. This initiative focused on providing advancement opportunities for women as well as the elimination of the stumbling blocks that had prevented women from reaching their goals.

General Matakata's program was instrumental in the appointment of six women to senior promotional posts. This was a first, as never before had so many women been promoted at one time during a single process. Mentors had been assigned to these women and regular feedback was provided to her in terms of progress and challenges for her intervention and guidance.

In her role, General Matakata created a greater sense of awareness amongst women in the South African Police Service through her facilitation of campaigns which focused on issues such as sexual harassment and HIV/AIDS. This created more knowledgeable and informed employees.

On an individual level, she personally mentored 39 female officers who had the privilege to work with her. It should be noted that these women who benefitted from her mentoring themselves, are mentors to other women today.

Mentoring

Major General Yolisa Matakata
South African Police Service
Cape Town, South Africa





Community Service

Constable Tseleng Ngaka

South African Police Service
Hennenman, South Africa

Constable Tseleng Ngaka's passion is working to improve the community she serves. Recognizing a connection between unemployment, poverty and crime, Constable Ngaka has initiated projects and programs to address those issues.

Constable Ngaka initiated the development of sustainable vegetable gardens. The harvest from one of these gardens supports fifty families. She also helped a local clinic to establish their own garden, which assists Tuberculosis and HIV/AIDS patients.

An increasing school dropout rate due to lack of transportation prompted Constable Ngaka to raise money and obtain government assistance to purchase bicycles for students who had no transportation. The money was also used to buy school uniforms for these same students.

In 2009, Constable Ngaka organized a project that successfully trained a group of at risk youth in bricklaying, garment making, welding, plumbing and carpentry. This project continues to train students in these occupational skills.

Constable Ngaka is a motivational speaker and peer educator for many women's groups. She is also active in the crime prevention programs she implemented in local schools. Her monthly visits to the schools have built trust between students and the police.

Special Agent Tracey Harris has 12 years of exceptional and diverse investigative experience in the Newark and Memphis Divisions of the FBI. While assigned to the Newark, New Jersey Division of the FBI, Special Agent Harris worked international drug investigations, public corruption and terrorism cases. She was part of the team which processed evidence linked to the terrorist attacks on the United States on September 11, 2001.

Since 2003, Special Agent Harris has been assigned to the Memphis Division of the FBI, where her accomplishments within the Civil Rights Program have been remarkable. She has led numerous successful investigations of law enforcement officers who committed various civil rights violations under the color of law. These are difficult cases to prosecute in that the evidence is historical and many of the witnesses are reluctant to cooperate.

She has also led many successful investigations of human traffickers, who preyed upon immigrants, minors and mentally challenged victims. The largest of these was a case in which a criminal organization smuggled minor females from Mexico and forced them into prostitution. After a lengthy investigation, Agent Harris drafted search warrants for seven brothels. She also led the search effort, involving over one hundred officers from six agencies. As a result, ten subjects were arrested and indicted.

FBI executive management, as well as other federal, state and local agencies and community leaders recognize Special Agent Harris's professionalism, leadership, knowledge, enthusiasm, skill and tenacity.

Excellence in Performance

Special Agent Tracey Harris

Federal Bureau of Investigation
Memphis, Tennessee USA





Medal of Valor

Officer Julie Olson

Maplewood Police Department

Maplewood, Minnesota USA

On September 7, 2009, Officer Julie Olson answered a call to assist North St. Paul Officer Richard Crittenden with a domestic situation. A woman had called the police concerned that her estranged husband had returned to her apartment and may be inside. North St. Paul officers had dealt with the suspect several times in the recent past and the suspect had always fled before police arrived. The suspect had an Order for Protection against him.

Officers Olson and Crittenden arrived on scene at the same time and initially searched a vacant apartment where the suspect was known to have hidden in the past. They were then let into the complainant's apartment. As they entered the dark apartment, the suspect charged at them with a flaming rag. Officer Crittenden pushed the resident out of harm's way, was struck in the face with the burning rag and a struggle ensued between the suspect and the two officers. The suspect was able to disarm Officer Crittenden and shot him at pointblank range in the head, killing him instantly.

The suspect immediately turned the gun on Officer Olson. One round missed and another struck Officer Olson's spare magazine on her duty belt, shattering it and causing pieces of the round to enter her arm. Though injured, Officer Olson returned fire on the suspect, striking him five times and mortally wounding him.

Officer Olson acted above and beyond the call of duty in the face of great danger and at risk of her own personal safety. Her actions have been described as nothing less than heroic.

On the night of October 31, 2009, Officer Britt Sweeney was working with Officer Tim Brenton, who was serving as her Field Training Officer. Shortly after 10pm, Officers Brenton and Sweeney were parked at the side of the road debriefing a previous traffic stop. A suspect drove up along the driver's side of the patrol car and began firing a semi-automatic rifle into the passenger compartment of the vehicle. Officer Sweeney was able to duck down into the driver's seat after being grazed by a round across her back. Officer Brenton was struck by multiple rounds and fatally wounded at the scene. Although Officer Sweeney was wounded, she was able to extricate herself from the patrol car, locate the fleeing suspect vehicle and return fire. Damage to the vehicle led to the subsequent arrest of the suspect and will be valuable evidence in court. Officer Sweeney made a radio call announcing her location and maintained a defensive position of cover until additional police units arrived.

Officer Sweeney's performance was commensurate with that of a seasoned officer, rather than a rookie officer with only six weeks on the street. In the face of great personal danger, Officer Sweeney displayed courage and heroism which proved to be instrumental in capturing a brutal killer. Officer Sweeney continues to serve the people of Seattle with courage, dedication and professionalism.

Medal of Valor

Officer Britt Sweeney

Seattle Police Department

Seattle, Washington USA





Medal of Valor

Officer Isabella Lovadina

St. Louis Metropolitan Police Department
St. Louis, Missouri USA

On October 5, 2009, Officer Isabella Lovadina had gone to visit friends after work. As she left the private residence after a brief visit, she and her friend were approached on the street by two armed suspects who forced them back into the residence. A home-invasion robbery was initiated by the suspects, who began to gather the occupants of the residence, including several small children. The armed men threatened and terrorized the victims for more than twenty minutes. Several times the gunmen pointed their weapons at the heads of the victims telling them they would be killed.

At the time of the incident, Officer Lovadina had just gotten off work and was not in uniform or armed. As the suspects herded the victims toward the basement, it became apparent they intended to harm or possibly kill the victims. Although unarmed, Officer Lovadina took action by attacking one of the suspects and attempted to disarm him. During the struggle, she was shot several times by a second suspect, who also fired upon two other victims. Officer Lovadina's actions caused the suspects to flee, but they were captured a short time later.

Officer Lovadina was critically injured in the incident after having sustained several gunshot wounds. Another victim died as a result of gunshot wounds. Officer Lovadina's actions were heroic and she is credited with saving the lives of the surviving victims. She displayed amazing resolve and extraordinary courage in the face of death, without regard for her own safety and with the intent to save the lives of others.

Sergeant McManus has been a Ministry of Defence police officer for 22 years. She has previously been deployed to Kosovo and Iraq and has recently returned from Afghanistan where she was the first British female police officer to serve in Helmand Province.

Upon her arrival in Afghanistan in 2009, Sergeant McManus was shocked to learn that the few women who had dared join the Afghan National Police were untrained and without uniforms, equipment or rank structure. She spent the majority of her six-month deployment supporting, training and mentoring female Afghan police officers and promoting the presence of women in the Afghan National Police.

Sergeant McManus recognized that although the female officers appeared suppressed, they showed a great willingness to learn and contribute. She saw there were no current plans to train these women and decided to develop them into a female police division. Sergeant McManus knew the female officers could be used to address community policing and crimes against women and children. Her aim was to increase the confidence and potential of these women. She also wanted to promote the role and image of the female officer to encourage other women to join the Afghan National Police.

Sergeant McManus drew up a comprehensive development plan to address the women's training needs, tackled their lack of uniforms and rank structure and then took every opportunity to promote the image of the Afghan National Police female officers. She coached them on public speaking and encouraged them to interact with the public. The effect of this approach has more than doubled the number of female officers, who are now a valued resource within the Afghan National Police.

Mary Jo Blahowski Leadership Award

Sergeant Isabella McManus

Ministry of Defence Police
Helensburgh, Scotland





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