



Cst Jolene Garland is currently in her thirteenth year of service in the RCMP having graduated depot in March 2003. She is currently posted to Rocky Harbour, Newfoundland and Labrador where she works as a general duty investigator. Cst. Garland started her service in Niagara Falls, Ontario on March 31st, 2003 and was working in plain clothes in the Customs and Excise section. She then transferred to Deer Lake, NL in December of 2004 and worked as a general duty investigator in Deer Lake detachment until July of 2007. Cst Garland then switched job functions remaining in Deer Lake and working with the traffic services section from July 2007 to

August 2013. Cst Garland then transferred to Rocky Harbour detachment in August 2013 and remains working as a general duty investigator in Rocky Harbour at the present time. Cst Garland has completed almost all of her service in a uniform street level capacity.

Cst Garland was formerly the Provincial Coordinator for the Drug Evaluation and Classification Program in B Division from 2009 to 2013. Cst Garland has instructed and organized many DRE and SFST courses across Canada and into the United States. Cst Garland also instructs on the Intox EC/IR II and all levels of police radar and lidar enforcement.

Cst Garland is a dedicated member with ambitions and desires of a healthy positive workplace that is free of harassment and bullying. During her service, Cst. Garland has had to challenge behaviors in the workplace that are not conducive to a respectful workplace. Cst Garland has initiated and successfully completed a grievance process which was upheld in her favor of the unfair treatment. Cst Garland has also engaged in the Informal Conflict Management Practitioner Program to address her concerns of a respectful workplace.

Cst Garland is a member that is not afraid to fight the good fight and stand up for what is right. Cst Garland is a single mother of a small child and understands the struggles that exist for people that find themselves in similar situations with challenges of being on call, completing shift work and managing child care. Cst Garland believes that the front line members of the RCMP need strong representation to ensure that they receive a workplace environment that is free from harassment, bullying, corruption and favoritism. Cst Garland believes that it is time for a real change in the RCMP, time for a support system for the members to use to assist them in achieving a positive and respectful work environment.