

GLEN HANER

Email: glen@falcongate.ca

Cell 587-216-3332

EDUCATION AND REGISTRATION

Royal Canadian Mounted Police Training Academy

Extensive Courses taken in person and via Distance Learning – list available if required.

High School Graduate, William E. Hay Composite High School, Stettler, Alberta

Licensed Private Investigator #W050113

RECENT PROFESSIONAL EXPERIENCE

- **Workplace Consultant and Investigator:** Falcongate Ltd., Calgary, Alberta 2017 – present
I conduct team-based workplace investigations into workplace misconduct, harassment, bullying, discrimination, and workplace violence.
- **Coordinator for the Support for Operational Stress Injury Program K**
Division RCMP(Alberta) coordinator for the Support for Operational Stress Injury Program with the RCMP. 2018 - present
- **Investigator**, Public Interest Commissioner 2013 - 2016
As a result of the Public Interest Disclosure Act (Whistleblower Legislation) enacted June 1, 2013, I provided consultation with writing policy and investigated disclosures and providing information, since I began this position. While it was anticipated there would be more disclosures to investigate, the fact is there was not the challenge here I expected.
- **First Appearance Crown Prosecutor**, Alberta Justice and Solicitor General 2012-2013
My role was to meet with clients, including agents, to discuss and provide agreed upon solutions to conclude Provincial Statute Offence charges avoiding additional court appearances, trials and expenses. This often requires some negotiation which usually gives the client some relief and saves the Crown considerable time and money.
- **District Advisory NCO** – Royal Canadian Mounted Police, Southern Alberta District 2009 - 2012
Responsible for providing advice and guidance to several detachment commanders in Southern Alberta. Conducting Risk Assessments at the detachment level which includes interviews of detachment personnel, reviews of investigations and Unit Level Quality Assurance items and schedules. Reviewing and guiding internal investigations.
- **RCMP Member/Employee Assistance Program Coordinator**, RCMP Alberta & NWT 2006 - 2009 - RCMP HQ in Edmonton

Responsible for Administration and activities of the Employee Assistance program for the RCMP throughout Alberta and NWT. Program responds to all types of assistance

requests from Regular Members, Civilian Members, Public Service Employees, Municipal Employees, and their families.

- **Unit Commander** - Staff Sergeant, RCMP, Okotoks, Alberta, 2001 to 2006
Monitored and supervised more than 20 employees in all facets of Police work, including general investigations, traffic, and community policing. Ensure training needs are met for all employees. Responsible for annual evaluations of various categories of employees. Provide training to employees in Harassment Awareness, Breath Testing, and DNA sampling. Liaise with the town through their council, as well as the M.D. of Foothills, both directly and through a local Policing Committee.

SELECTED SPECIALIZED TRAINING

St. John Ambulance First Aid/CPR and AED
Critical Incident Stress Debriefing
Suicide Intervention
Interest-based Negotiation
Employee Assistance Program Referral Agent (Since 1990)
Management Skills (1996)
Harassment Awareness course facilitator
“Speak Out” facilitator with Hockey Alberta
Former member of Alternate Dispute Resolution “Steering Committee”
Intoxilyzer instructor
DNA sampling instructor
Aide de Camp for the Lieutenant Governor of Alberta
Mental Health First Aid Instructor
“Pro-Serve” trained

COMMENDATIONS AND AWARDS

St. John Ambulance Lifesaving Award, 1996
Long Service Medal, 1995
Bronze Clasp and Star, 2000
Alberta Long Service Medal, 2001
Queen’s Golden Jubilee Medal, 2003
Alberta Centennial Medal, 2005
Silver Clasp and Stars, 2005
Gold Clasp and Stars, 2010
Queen’s Diamond Jubilee Medal, 2012