

## PROGRAM INFORMATION

<b>Academic Year:</b>	2025-2026
<b>Credential:</b>	Ontario College Diploma
<b>Program Delivery:</b>	Full-Time
<b>Duration:</b>	2 Years
<b>Length:</b>	4 Semesters
<b>Program Code:</b>	A227 - Timmins Campus (PC)

## DESCRIPTION

Northern's Police Foundations diploma combines hands-on training with state-of-the-art technology to prepare you for an epic career in law enforcement.

Based on the core principles of diversity and community service, the two-year program reflects the policing model used by forces from coast to coast. The curriculum reinforces critical skills you'll need on the job. Regular cross-training activities with paramedic and firefighter students prime you to be part of a wider interdisciplinary team. Plus, as part of a student platoon you'll work out, and practice every phase of law enforcement with a single core group.

What's more, thanks to Northern's strong partnerships with law enforcement at every level – including the OPP, Timmins Police Service and Correctional Services – you'll gain first-hand experience and critical networking opportunities with working professionals who regularly visit to recruit as well as those who work here.

## CAREER OPPORTUNITIES

- Police officer, community officer and/or patrol officer
- Employed by all levels of government

## VOCATIONAL LEARNING OUTCOMES

1. Complete all tasks in compliance with pertinent legislation, as well as policing standards, regulations, and guidelines.
2. Analyze all relevant information and make effective and legally defensible decisions in accordance with ethical and professional standards.
3. Be accountable for one's own actions when carrying out all tasks.
4. Develop and implement ongoing effective strategies for personal and professional development.
5. Ensure the respect of human rights and freedoms in all interactions.
6. Work co-operatively in multidisciplinary teams to achieve mutual goals.
7. Collaborate in the development and implementation of community policing strategies.
8. Monitor, evaluate and document behaviours, situations, and events accurately and discreetly in compliance with legal, professional, ethical and organizational requirements.
9. Mitigate risks and maintain order by applying effective strategies in crisis, conflict, and emergency situations.
10. Take positive actions to help crime victims.
11. Conduct investigations by collecting, documenting, preserving, and presenting admissible evidence.

## PROGRAM COURSES

The following reflects the planned course sequence for full-time offerings of the program. Programs at Northern College are delivered using a variety of instruction modes. Courses may be offered in the classroom or lab, entirely online, or in a hybrid mode which combines classroom sessions with virtual learning activities.

<b>Semester 1</b>		<b>Hours</b>
CM1323	Professional Communications	42
EL1051	General Education Elective	42
PF1033	Interviewing & Investigation	42
PF1053	Canadian Criminal Justice System	42
PF1093	Fitness & Lifestyle Management I	56
PF1123	Career Prep I	42
PF4053	Politics & Public Administration	42
PF4073	Professional Issues, Research & Ethics	42
<b>Semester 2</b>		
CM2303	Communications for the Workplace	42
PF1013	Provincial Offences	42
PF1023	Police Powers I	42
PF1133	Working with Diversity	42
PF2073	Behaviour and Drugs	42
PF2093	Fitness & Lifestyle II	56
PF3033	Traffic Management	42
PF4063	Community Policing	42
<b>Semester 3</b>		
FF1022	Emergency Patient Care	42
FF1041	Emergency Patient Care Practice	42
GN1443	Indigenous Culture and Awareness	42
PF1032	Technology in Policing	42
PF2143	Career Prep II	42
PF3043	Investigation and Forensics	42
PF3053	Fitness & Lifestyle III	56
PF4003	Criminology	42
<b>Semester 4</b>		
EL1052	General Education Elective	42
PF2004	Criminal Civil Law & Federal Statutes	42
PF2023	Police Powers II	42
PF2103	Crime Scene Analysis and Reconstruction	42
PF3023	Youth in Conflict with Law	42
PF4006	Community Placement	84
PF4083	Fitness and Lifestyle IV	56
PR1053	Mental Health and Crisis Intervention in EMS	42

## PROGRAM PROGRESSION

The following reflects the planned progression for full-time offerings of the program.

### Fall Intake

Sem 1: Fall 2025

Sem 2: Winter 2026

Sem 3: Fall 2026

Sem 4: Winter 2027

## ADMISSION REQUIREMENTS

- Ontario Secondary School Diploma (OSSD)
- Grade 12 English (C, U)
- Or equivalent

Academic prerequisites for this program may be obtained free of charge through [Academic Upgrading](#).

Applicants who do not have a high school diploma or equivalent and will have reached the age of 19 years on or before the start of the program must undergo academic testing and may be required to complete [Prior Learning Assessment & Recognition \(PLAR\)](#) process to demonstrate equivalency of admission requirements prior to admission into a program.

For more details, please contact the Admissions Office at 705-235-7222 or [admissions@northern.on.ca](mailto:admissions@northern.on.ca).

### Additional Requirements for International Students

In addition to the admission requirements, international students must have proof of [English Proficiency](#) and meet the requirements below.

1. Proof of Senior High School Diploma/Certificate
2. English Proficiency (we will require one of the following):
  - IELTS Academic International English Language Testing System a minimum overall score of 6.0 must be achieved with no individual band score under 6.0; however, we will accept one band at 5.5.
  - TOEFL (Test of English as a Foreign Language) – Internet Based Test (iBT) overall minimum score of 79
  - PTE (Pearson Test of English) Academic – Graduate Diploma: 58+
  - Duolingo: 105+

If your country of citizenship has English as its official language, we may accept alternate proof of English Proficiency. All educational documents must be submitted in English and will be dependent on the country of citizenship. For more information, please contact [admissions@northern.on.ca](mailto:admissions@northern.on.ca).

## PROGRAM SPECIFIC REQUIREMENTS & ADDITIONAL INFORMATION

- [Police Foundations Requirements \[PDF, 2.3 MB\]](#)

### Work Integrated Learning Opportunities

To be eligible for participation in practicum experience, students must not have been convicted of any criminal offence for which that person has not been pardoned. An unpardoned criminal record may result in inability to participate in clinical practice courses and could prevent the student from graduating. Any costs for these tests/certifications will be the responsibility of the applicant. Students are responsible for the cost of appropriate uniforms and shoes.

### Articulation / Transfer Agreements

A number of articulation agreements have been negotiated with universities and other institutions across Canada, North America and internationally. These agreements are assessed, revised and updated on a regular basis. Please contact the program coordinator for specific details if you are interested in pursuing such an option. Additional information can be found at [Articulation Agreements](#).

## GRADUATION REQUIREMENTS

- 26 Program Courses
- 2 Communications Courses
- 2 General Education Courses

### Graduation Eligibility

To graduate from this program, a student must attain a minimum of 60% or a letter grade of CR (Credit) in each course in each semester unless otherwise stated on the course outline. Students should consult departmental policies and manuals for additional details and exceptions.

### Graduation Window

Students unable to adhere to the program duration of two years (as stated above) may take a maximum of four years to complete their credential. After this time, students must be re-admitted into the program and follow the curriculum in place at the time of re-admission.

## CONTACT INFORMATION

For questions about being admitted into the program, please contact Northern College Admissions at [admissions@northern.on.ca](mailto:admissions@northern.on.ca) or by phone at 705-235-3211 ext. 7222. For questions about the content of the program, contact the Program Coordinator.

Rick Lemieux, Program Coordinator  
Tel: (705)-235-3211 ext. 2143  
Email: [lemieuxr@northern.on.ca](mailto:lemieuxr@northern.on.ca)

## **COURSE DESCRIPTIONS**

### **Semester 1**

#### **CM1323 Professional Communications**

In this course, students will learn essential skills for success in college and the workplace. This course focuses on developing and strengthening oral and written communication skills, and critical thinking ability. During this course, students will engage in a variety of forms of communication with a focus on upholding the principles of academic integrity. Students will develop the skills necessary to create discipline-specific documents, practice business etiquette and professionalism, and apply critical thinking strategies to practical scenarios. Upon successful completion of this course, students will be able to plan and draft concise, coherent and well-organized writing assignments that are tailored to specific audiences and purposes.

#### **EL1051 General Education Elective**

General Education Courses are selected online each semester by the student from a list provided and exposes students to a related area of study outside of their immediate academic discipline. Certain programs have predetermined electives.

#### **PF1033 Interviewing & Investigation**

This course focuses on interviewing and investigation skills and will examine the requirement of a continuing investigation. Students will be introduced to the interviewing skills necessary to retrieve information from victims, witnesses and suspects. Related skills are practised and developed as a basis for interviewing and to guide interactions. Students will be introduced to the basic steps of investigation. Oral and written communications are necessary to fulfill the requirements of interviewing and investigation. Students will be introduced to the rules of evidence and will have the opportunity to apply rules in the collection and presentation of evidence in a court of law. Forensic requirements, statute law and other related issues will be emphasized.

#### **PF1053 Canadian Criminal Justice System**

This introductory course provides the student with an overview of the Canadian Criminal Justice System with particular emphasis on the history, function, role and organization of Canadian law enforcement services. The operation of the criminal justice system will be examined and analyzed in light of contemporary issues affecting the system. Each major component from enforcement through the courts and correctional services will be explored.

#### **PF1093 Fitness & Lifestyle Management I**

The purpose of this course is twofold: 1) To ensure that the student has been given every opportunity to reach the level of physical fitness readiness necessary to prepare for entry into law enforcement fields. The successful student will have attempted to pass the required PREP (Physical Readiness Evaluation for Police) as per standards set by the Ontario Association of Chiefs of Police. 2) Increase awareness of physical fitness as a component of wellness. For this reason, the course will also cover topics such as self-assessment of fitness, goal setting and time management. To be fit without being healthy and well is not to have finished the journey toward a full life.

#### **PF1123 Career Prep I**

This course will prepare students for the job search including preparing for interviews, as well as preparing for the testing process involved in police officer recruitment.

**PF4053 Politics & Public Administration**

Organizational theory, the theory of public administration and public sector management, as well as the structure and function of government and the public administration and political processes will be addressed in this course.

**PF4073 Professional Issues, Research & Ethics**

Internet access by mass media to downloads from cell phones within hours of an event has led to high levels of scrutiny by the public and governments of police officers. Ethical behavior and the fallout from inappropriate conduct are some of the most critical issues facing organizations today. This course explores ethical issues, controversies, and professional scenarios faced by police officers as individuals and professionals. Students are provided with opportunities to identify and clarify their values to then establish a framework for ethical decision making. They will research and examine a variety of professional ethical codes to then apply ethical decision-making models to dilemmas in their personal and professional lives. Scenario-based training exercises centred on ethics are presented throughout the course, to reinforce equitable, effective, and ethical behaviour among the students. As a result, students will hone their ability to think critically and carefully about their actions, their decisions, and their values.

**Semester 2****CM2303 Communications for the Workplace**

In this course, students will develop professional communication skills required for success in the workplace. Students will continue to develop and strengthen their oral and written communication skills and critical thinking abilities. During this course, students will use various modes of communication to complete assignments designed to meet program and professional expectations. Students will utilize a variety of technologies for the purpose of creating a professional presence in a digital environment. Students will develop the necessary skills to create polished workplace documents such as letters, resumes, cover letters and reports tailored to specific audiences. Students will learn to conduct themselves with professionalism in both workplace interviews and job searches. Upon successful completion of this course, students will be able to create clear, concise and coherent workplace and employment documents that are error-free and designed for specific audiences and purposes.

**PF1013 Provincial Offences**

Students will examine scenarios and determine the appropriate enforcement action for the most common provincial statutes. Topics studied will include arrest, search and seizure authorities, common offences and the involvement of non-police agencies. Statutes examined will be: Provincial Offences Act, Mental Health Act, Residential Tenancies Act, 2006, Trespass to Property Act, Liquor License Act, Child and Family Services Act, Family Law Act, Children's Law Reform Act, Coroners Act, the Blind Persons' Act, and the Police Services Act.

**PF1023 Police Powers I**

This course will examine pertinent sections of the Canadian Chart of Rights and Freedoms and their impact on the Canadian Criminal Procedure. Citizen and police arrest and release authorities, police powers of search and seizure, with and without warrant, police discretion and its implications will be discussed. This course will enable the student to become familiar with police terminology and apply procedures required to affect arrest and release.



**PF1133 Working with Diversity**

Students will explore and examine the many layers of diversity that surround individuals and identifiable groups in society, and they will see how these many layers contribute to a rich, diverse Canadian cultural landscape. As part of this examination, students will have the opportunity to reflect on their personal attitudes, assumptions and views toward diverse population groups. As a brief introduction, students will begin developing their understanding of diversity by identifying, discussing, and defining core terminology like privilege, cultural competence, and cultural safety. Students will enhance their knowledge and understanding of diversity by looking at origins of differences among various population groups in Canada and by looking at society's attitudes associated with Canadian Regionalism, demographic trends, First Nations peoples, immigration, and various other established minority groups. Also, learners will become aware of government policies and influence on certain segments of Canadian society and its role in dealing with social inequalities. Finally, students will look at and reflect on the media's role in perpetuating stereotypes and swaying personal views of diversity in Canada.

**PF2073 Behaviour and Drugs**

The Behaviour and Drugs course is designed to provide the student with a basic understanding of pharmacokinetics (the movement of drugs through the body, including administration, absorption, distribution, metabolism, and excretion) and pharmacodynamics (the mechanism of action of drugs). In this course, we will be examining how different drugs affect the body and mind. We will also look at issues such as tolerance, dependence, and the therapeutic use of commonly abused drugs in society and examine the behaviours that accompany them. The following legal and restricted classes of drugs will be covered in the course: stimulants, narcotics, sedatives, hallucinogens and psychotherapeutics, such as antidepressants. The course should leave the learner with knowledge of basic pharmacology, neurology and psychotherapy and how some specific drugs, such as nicotine, work in the body to produce their effects. Students will gain an understanding of the issues surrounding the use of drugs and the different behaviours displayed with illicit drugs use. Real case studies will be used throughout the course to deepen the topics at hand, such as the experience of an ex-narcotic abuser. Guest speakers may also be available to enhance specific areas of interest in this course, such as the methadone maintenance treatment. The learner will finish this course with a well-rounded introduction to the many aspects of drug use, including how different classes of drugs work in the body and will begin to understand the factors that may affect drug use behaviour. Finally, the student will be able to apply the knowledge learnt from the course in a major assignment for prevention and treatment of drug abuse in our youth.

**PF2093 Fitness & Lifestyle II**

The purpose of this course is twofold: To ensure that the student has been given every opportunity to reach the level of physical fitness readiness necessary for entry into the police services field. The successful candidate will have passed the required PREP (Physical Readiness Evaluation for Police) as per standards set by the Ontario Association of Chiefs of Police. To make the student aware that physical fitness is but one component of wellness. For this reason, the course will also cover topics such as weight control, stress and stress management, heart disease, cancer, exercise injuries, etc. To be fit without being healthy and well is not to have finished the journey toward a full life.

**PF3033 Traffic Management**

In this course, students will be introduced to the knowledge, skills and ability to locate and apply sections of the Provincial Traffic Law. Students will practice locating topics in the Acts and Regulations, will master the definitions required to interpret traffic laws and will apply the law concerning Police Authorities, driver's licenses, permits and rules of the road. Students will develop and practice interpersonal strategies and procedures for dealing with motor vehicle stops. In the second part of the course, students will be introduced to the knowledge and be able to practice skills and the ability to apply operating offences to real life scenarios. Students will also be able to practice employing strategies and procedures for managing an accident scene.

**PF4063 Community Policing**

This course addresses the issues of policing in communities as well as the importance of involving citizens in meeting community policing needs. The Group Studies component of this course will assist students in understanding the need for, and process of forming groups to achieve goals.

**Semester 3****FF1022 Emergency Patient Care**

The emphasis of this course is placed upon developing assessment skills for use in planning the stabilization and management of patients in a variety of medical/trauma situations. Students will be introduced to patient assessment, pathological processes and the management of various medical and traumatic problems that may afflict pre-hospital patients. Assessment is taught using a "hands on" approach that involves demonstration, performance and practice to hone skills. Practical sessions will follow the same outline as theoretical components of the course to assist in reinforcing knowledge and skills.

**FF1041 Emergency Patient Care Practice**

The emphasis of this course is placed upon developing assessment skills for use in planning the stabilization and management of patients in a variety of medical/trauma situations. Students will be introduced to patient assessment, pathological processes and the management of various medical and traumatic problems that may afflict pre-hospital patients. Assessment is taught using a "hands on" approach that involves demonstration, performance and practice to hone skills. Practical sessions will follow the same outline as theoretical components of the course to assist in reinforcing knowledge and skills.

**GN1443 Indigenous Culture and Awareness**

This general education course will provide students with an introduction to Canadian Indigenous Nations' history, sovereignty, land titles, cultural history and current critical issues. Topics addressed include the content of Indigenous rights, economic and social development, community and political processes, and business law and policies, justice & social services. Canadian Indigenous History and Relations is a general education course that has been incorporated into all programs at Northern College.



**PF1032 Technology in Policing**

This course has been developed to acquaint students interested in pursuing a career in law enforcement with the technologies utilized in the criminal justice field. Through an examination of historical and current operating systems, students will receive an introduction to various computer programs including; Enhanced 911, Records Management System (RMS), Canadian Police Information Centre (CPIC), and Computer Aided Dispatch (CAD), which includes detailed mapping information. In addition, students will learn how these systems are integrated globally through the National Crime Information Centre (NCIC) and Interpol and the correlation between them. Students will be introduced to the world of social media and how it relates to policing in today's society. Online threats, harassment and online scams will be examined to demonstrate how police use technology to investigate this growing online criminal trend. Further, students will participate in broader discussions pertaining to the advantages and disadvantages of available technologies and be able to critically analyse the pros and cons of its impact on today's policing community.

**PF2143 Career Prep II**

As a continuation of the Career Prep I Course, this course will prepare the student for the job search process in policing, as well as preparing for interviews, and the varied testing processes involved in officer recruitment.

**PF3043 Investigation and Forensics**

This course focuses on investigation skills and will examine the requirements of a continuing investigation. Students will be introduced to the basic steps of investigation. Oral and written communications are necessary to fulfill the requirements of investigation and evidence. Interviewing and investigation are essential to the conduct of police work. Students will be introduced to the rules of evidence and develop the ability to apply rules in the collection and presentation of evidence in a court of law. Forensic requirements, statute law and other related issues will be emphasized.

**PF3053 Fitness & Lifestyle III**

The purpose of this course is twofold: To ensure that the student has been given every opportunity to reach the level of physical fitness readiness necessary for entry into the police services field. The successful candidate will have passed the required PREP (Physical Readiness Evaluation for Police) as per standards set by the Ontario Association of Chiefs of Police. To make the student aware that physical fitness is but one component of wellness. For this reason, the course will also cover topics such as weight control, stress and stress management, heart disease, cancer, exercise injuries, etc. To be fit without being healthy and well is not to have finished the journey toward a full life.

**PF4003 Criminology**

This course provides an examination of various theoretical explanations of criminal and deviant behaviour including the sociological, biological and psychological perspectives. Criminology theory is related to various types of criminal activity and the reality of crime in Canada including victimology is examined through crime statistics and correlation of criminal behaviour. The impact of theory on the development and effectiveness of the criminal justice system is discussed with the emphasis of future trends within the system.

**Semester 4****EL1052 General Education Elective**

General Education Courses are selected online each semester by the student from a list provided and exposes students to a related area of study outside of their immediate academic discipline. Certain programs have predetermined electives.

**PF2004 Criminal Civil Law & Federal Statutes**

This course will enable the student to analyse the elements of an offense, to classify offenses and to identify possible defences in criminal cases. This course will also enable the student to analyse the rights and obligations of citizens involving areas of civil law. This course will identify other Federal Statutes, such as Controlled Drugs and Substance Acts and the Young Offenders Act. The student will recognize the responsibilities and limitations of citizens and police officers in light of the Charter of Rights and Freedoms. The student will develop legal research and analysis skills to locate, interpret and apply statute and case law.

**PF2023 Police Powers II**

This course is a continuance of Police Powers I and will focus on police governance and accountability issues related to the Police Services Act, police complaints, First Nations policy and management and labour issues. Use of force theory, law and other legal issues related to the use of force will be discussed. Theory related to officer safety will be examined.

**PF2103 Crime Scene Analysis and Reconstruction**

From the glamour of hit television shows to the reality of the real men and women working in the field, Crime Scene Investigation has become an international phenomenon. This course will provide an overview of the main functions of a Forensic Identification Officer and will explore current tools of the trade and techniques used by law enforcement professionals today. Students will be offered a balance of both theory and practical hands-on training throughout the course. As a result, they will be able to put what they have learned into practice by way of scenario-based exercises.

**PF3023 Youth in Conflict with Law**

This course will enable the student to explain and analyze the historical, philosophical and contemporary application of statutes affecting youth in conflict with the law. As well this course will enable the student to examine and analyze, in the context of the Youth Criminal Justice Act (1982) and other relevant legislation, as well as the detention, interviewing and processing through the court structure of young offenders. In addition, the student will be able to summarize and appraise disposition alternatives which may be employed with a view to aiding and rehabilitating a young offender while facilitating public safety and victim response, if applicable.

**PF4006 Community Placement**

The community placement is designed to be a cooperative endeavor between the College's Police Foundations program and various community agencies, service organizations and social service providers. The objective is to provide Police Foundations students with an opportunity to engage with both the service providers and service recipients in an effort to better understand the impact of socio-economic trends, personal and family dynamics on various individuals in our community. Students will engage in direct service provision in the form of volunteering. Students will work to solidify and practice a variety of critical skills to engage in professional relationship building, self-evaluation, self-care, and professional development. Students will take part in four Seminar days occurring approximately one day per month throughout the course. The content of the seminar will include presentations of volunteer experiences done in the context of skills applications and professional practices. The goal of both the seminars and the volunteer experience is to assist the Police Foundations student in acquiring greater self-awareness, intellectual growth, well-being, and understanding of others.

**PF4083 Fitness and Lifestyle IV**

This course will address back health, stress management, shift work and common injuries related to law enforcement. Also included are various physical fitness readiness tests (including P.I.N. testing, the PREP test, etc.) required for entry into various law enforcement agencies. Increased awareness and increasing independence in physical fitness as a lifestyle is emphasized. Students are provided with every opportunity to reach the level of physical fitness readiness necessary to prepare for entry into the police services field.

**PR1053 Mental Health and Crisis Intervention in EMS**

The first part of this course examines various perspectives of abnormal psychology. We seek to understand the nature and causes of abnormal behaviour. The patterns of abnormal (maladaptive) behaviour to be examined are: behaviour and emotional disorders of childhood and adolescence, eating disorders, substance-related disorders, anxiety disorders, dissociative and somatoform disorders, mood disorders, and schizophrenia. Stress and the psychological connection to mental illness and health will be investigated. Students will also study mental health law in Canada. The second part of this course examines the fundamental crisis theory that will serve as a basis for assessing, intervening and evaluating resolution of a crisis event. A six-step model of intervention is also presented along with specific helping objectives in order to guide the crisis interventionist. Recognizing that suicide risk often accompanies a crisis, students will recognize suicide lethality, and acquire specific techniques involved in interrupting a suicide attempt. Prevention and postvention measures will also be examined. Other crises to be discussed are crises related to loss, substance abuse, posttraumatic stress disorder, child abuse, intimate partner abuse and sexual assault. Finally, this course will deal with the topic of death notification.