



FORENSIC DOCUMENT EXAMINATION & FORGERY ANALYSIS

Virtually every aspect of society is governed by the issue, exchange and reliance upon documents for personal, legal, commercial, educational and governmental obligations. Sometimes situations arise where the validity of such documents, their content, genuineness of authorship or possession history can become an issue. Qualified document examiners can reveal alterations, additions and deletions made to documents. They can also establish the identity of the person, or persons, responsible for creating handwritten entries and signatures.

When known handwritings are presented for comparison purposes, opinions can be given that identify the questioned writings as being the same as the writer of known samples, that the questioned writings are not from the known writer, or that there is insufficient data to form an opinion. This service has applications for cases that involve numerous types of suspect documents, questionable handwritten entries and signature identifications.

AUTHENTICATION SERVICES / COUNTERFEIT & FORGERY IDENTIFICATION

A counterfeit is an unauthorized copy of a product, its packaging or its logo and is intended to deceive or defraud both consumers and manufacturers. Not being subject to stringent government testing, counterfeits can also be hazardous to public health and safety by failing to meet expectations for safety, quality and durability. Counterfeiting & Forgery encompasses many aspects in society including artworks, antiques, collectables, diplomas, certificates, identification documents, manufactured parts & wares, consumer products, sport & entertainment memorabilia, etc. G.P. Ospreay & Associates, working for a wide range of unique businesses, brings a record of success in identifying counterfeit products and fraudulent activities.

FORENSIC STYLISTICS & LINGUISTIC ANALYSIS

Forensic stylistics & linguistic analysis is the scientific study of patterns of variation in written and verbal language and it can be utilized as a systematic linguistic approach to author identification. The style of every writer or speaker can be objectively described and often measured by careful observation and analysis, to identify the author of a particular text or verbal dialog. This has applications for situations where author identification is required but no handwriting exists, the narrative or message is electronically generated, or is in a taped format.

ANALYSIS OF ANONYMOUS & THREATENING COMMUNICATIONS

In today's society, corporations are often finding themselves in a position of having to address the growing incidence of direct or indirect workplace violations by members of their internal workforce and sometimes from those on the outside. Further, recent legislative changes have made the penalties and liability risk to companies and individual managers, much higher than they have ever been before.

One area which is often prevalent and misunderstood in many organizations is the distribution and receiving of anonymous and or threatening communications. Such communications come in many forms and can be submitted or perpetrated by either known and or unknown individual(s) or groups. In either case there exists a duty of care for management to fully investigate and protect its employees from such unwanted workplace or personal violations.

Anonymous and threatening communications can be a particular problem for any security department or investigative agency. The types of communications received and the motivations behind such messages are varied. But all have the potential to create dissension in a business organization, undermine the structure of an established career or disrupt the harmony of a home and human relationships.

Utilizing expert skills in the areas of forensic document examination, stylistic and linguistic analysis, coupled with risk assessment evaluations, G.P. Ospreay & Associates can be of assistance to your organization by identifying the perpetrator and the various types of anonymous & threatening communications, those received both internally or externally, including drawings, doodles, graffiti tags and gang or criminal related signs and markings.



BEHAVIOURAL ANALYSIS & REHABILITATION CONSULTING SERVICES

There are a myriad of issues that are often faced by both large and small organizations and companies in today's fast paced and sometimes hectic world. Most are just the paces of an everyday routine and business carries on, whilst others are not. Some of these other areas include an alarming increase in incidents which involve Bullying or Mobbing, Inappropriate Conduct, Workplace Harassment and of course the ever prevailing issues around Workplace Violence.

Local, national and international attention to these workplace problems has identified a larger portion of the community, outside of the normal work force, who are also affected by these issues, they include: schools at all levels and children of all ages, amateur sports organizations, volunteer organizations and many others. In order to combat the growing tide of occurring and reoccurring violations in human interactions, many governments stepped up and invoked sweeping changes to their laws and legislation that cover areas such as Occupational Health & Safety, etc. These laws were designed to strengthen the protection of workers from workplace violence and address workplace harassment.

The new legislation such as that which is in place within the Canadian Province of Ontario, dictates that employers must proactively assess the risks of workplace violence. In addition, measures and procedures to control these risks must be included in a workplace violence prevention program, as well as on-going employee training.

Before a company can begin taking steps to prevent and ultimately eliminate workplace violence, they must fully understand it. In doing so, some critical questions must first be answered, such as: Why certain individuals resort to violence or inappropriate behaviour? Who is most likely to become violent or act out? And what are the warning signs for identifying such behaviours? Only once the answers to these questions have been determined and comprehended by all, will an organization be able to successfully establish an effective plan for the prevention of workplace violence and unwanted behaviours.

Understanding human behaviour and assessing the potential for aggression can be an immensely difficult task. Making determinations as to whether or not an individual will engage in any form of inappropriate approach behaviour is best understood by analyzing current and past actions, including all communications, relationships, motives, triggers and rationale.

Once these initial areas are explored and examined, a clearer picture begins to take focus towards the reasons why some people behave the way that they do. From this stage, recorded documentation and analysis can be used to formulate "red flags" which will allow an organization to recognize, identify and prevent future incidents from occurring.

Finally, recognition must be given to timely victim services and a successful rehabilitation process for eligible offenders, whether it is for one individual's needs and concerns or for a particular group of people who are working together in an unharmonious manner. Further, alternative forms of corrective behavioural treatment, implementation of sound policies and procedures, including the intervention of a learned specialist should be sought.

G. P. Ospreay & Associates is proud to have as an Associate with us Ms. Nicole Martin, B.Soc. Sc. (Crim), SGCFP (Hons), PSR (Hons). Nicole is a Behaviour Analyst & Rehabilitation Counsellor, who will work with your organizations Management, its Security and or Investigation divisions, Crisis Management Team, Human Resource Department and a full network of potential outside resources such as Social Services, Health & Psychology Professionals, and Law Enforcement Agencies in order to identify a company's risk and potential areas of liability as it relates to the unwanted actions of an individual or group. And then assist in setting out goals, corrective action and staff training.

NOTE:

G.P. Ospreay & Associates provides a full range of training and educational seminars in all areas of our expertise.