



Working to Protect Delta Businesses



REPORTING CRIME

- Crime in progress: Call **911**
- Non-emergencies: 604-946-4411
- Report in person
 - North Delta Public Safety Building - 11375 84th Ave, Delta, BC (7am-7pm - 7 days a week)
 - Delta Police Headquarters - 4455 Clarence Taylor Crescent, Delta, BC (7am-7pm - 7 days a week)
- Online reporting (non-emergencies only) at <https://deltapolice.ca>



CONTENTS OF THIS ISSUE

EMPLOYEE THEFT

Employee theft is a problem that many businesses face. Here are some tips on how to prevent employee theft but also how to handle an employee that may be stealing.

SHOPLIFTING PREVENTION

Shoplifting is becoming more of an issue as everyone continues to suffer from the affordability crisis. Here are some tips to prevent your business from becoming a victim.

CRIME MAPS & PREVENTION

Crime maps are used to help illustrate different crime trends across Delta. In response to these crimes, Delta police provides crime prevention tips to help keep businesses safe. See below for more information.

EMPLOYEE THEFT

Employee theft is a serious staff management issue that employers must take proactive steps to prevent. There are multiple ways that an employee can steal from their employer. This can include stealing cash or office items but also using important company assets without permission such as:

- **Information:** When an employee uses business secrets, data, classified company documents or product design for their own personal gain or to help other businesses.
- **Time:** When an employee misreports the hours they worked for their personal benefit. They could be adding hours of work or reporting that they are working when they are not.
- **Office supplies/Company property:** When an employee steals items from the company. These can be as small as pens, staplers and notebooks or larger items such as laptops.
- **Money:** An employee can steal money from the company itself or even from their colleagues and customers. They may steal from the cash register, take belongings held in the lunch room or even overcharge customers and pocket the difference.

TIPS TO PREVENT EMPLOYEE THEFT

- Complete a formal investigation
 - Collect written evidence as well as security footage to support your claim
 - Interview co-workers who may have seen the individual steal and get witness statements
- Meet with the employee
 - Give them a 24 hour notice as well as a written invitation
 - Allow the employee to bring a support person such as a union rep or supervisor.
- Make a decision
 - After interviewing the employee, make an informed decision regarding their position in the company. If you can prove that the employee has been committing theft then you may have grounds to terminate their position.



SHOPLIFTING PREVENTION

How to protect your business from shoplifting

Statistics Canada reported that shoplifting (theft under \$5,000) has increased by 31%. Shoplifters are stealthy and cunning. They come in all ages, from all social groups and even an innocent-looking customer could be a shoplifter. Here are some ways businesses can prevent shoplifting:

- Install convex mirrors, closed-circuit TV cameras or use security officers in order to deter and catch shoplifters.
- If possible, greet each person that enters your business and maintain eye contact so that they know you're aware of their presence
- Keep displays in full view of all employees
- Lock up anything small that shoplifters can easily slip into their pockets or handbags
- Call the police if you catch someone shoplifting so they will know not to target your business.
- Keep valuable items away from the entrance and in more secure areas



The Impacts of Shoplifting

The National Retail Federation in the U.S.A reported an average loss of \$461.86 per shoplifting incident in 2020. It was found that as inflation continues to rise, so does the number of shoplifting incidents. The Retail Council of Canada has stated that on average, retail thefts have risen about 300 per cent since the pandemic began in 2020.

Furthermore, retailers report a rise in brazenness as thieves are walking out of stores with shopping carts full of items that they haven't paid for. In addition, self-checkouts are being used to cheat the system. Shoplifters are doing this by putting in a code for a cheaper item or sneaking away expensive items into a shopping bag.



CRIME PREVENTION

CPTED (Crime Prevention Through Environmental Design)

- The Delta District Community Police Offices offer complimentary evaluations to businesses and private residences. A team of volunteers with specialized training in CPTED principles will attend your business or home and provide an evaluation that indicates how to make your property less appealing to the criminal element.

Catalytic Converter ID Program:

- The Delta Police Department has worked with several vehicle repair shops to initiate a catalytic converter ID program. Speak with your local shop about engraving your license plate or driver's license number onto the metal shell, or by using a forensic marking solution. This helps the Police in the event that it is stolen and subsequently located.
- B.C. has introduced new metal recycling regulations that help prevent the sale of stolen catalytic converters. The new rules require that the dealers must report any transaction involving a catalytic converter, including info regarding the seller, to the police

Community Crime Watch (CCW)

- The Delta Police Department offers the Community Crime Watch program as an approach to prevent, reduce, and report crime. Volunteers patrol targeted areas of crime, in a marked Community Police vehicle and report any suspicious activity or criminal offence to the Police.

Inadmissible Patrons Program (IPP)

- The IPP is a public safety partnership between Delta area businesses, public facilities, and the Delta Police Department. The goal of deterring individuals known to be associated to or involved in serious and/or violent criminal activities from entering or remaining in participating establishments in the City of Delta. If you are interested in joining the IPP program, please contact your local Delta Community Police Office.

Community Watch Program

- Sign up to take part in a database of homes and businesses with video cameras. Sign up is voluntary and easily done at deltapolice.ca/cwp. The use of video footage can help police locate suspects, find missing persons, locate potential witnesses, and gain information to assist in investigations.

RESOURCES:

<https://www.peninsulagrouplimited.com/ca/resource-hub/employee-conduct/addressing-employee-theft/#:~:text=Employee%20theft%20is%20when%20an,also%20instances%20of%20employee%20theft.>

<https://www.deputy.com/blog/26-shoplifting-prevention-tips-for-your-retail-store>

<https://www.uschamber.com/co/run/human-resources/preventing-employee-theft>

<https://www150.statcan.gc.ca/n1/daily-quotidien/230727/dq230727b-eng.htm>

<https://www.burnaby.ca/services-and-payments/community-safety/business-watch>

<https://www.uschamber.com/co/start/strategy/how-to-prevent-shoplifting>

<https://vancouversun.com/news/local-news/bc-shoplifting-numbers-rise-inflation>

https://www.army.mil/article/197288/shoplifting_steals_joy_from_holidays

<https://goodmenproject.com/everyday-life-2/shoplifting-charges-in-toronto-what-you-need-to-know/>



CRIME MAPS

- Commercial Break-Ins
April | May | June 2023

Tsawwassen (District 1)



Ladner (District 2)



North Delta (Districts 3 & 4)

