

NEWSLETTER

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A Nationally Certified Program (NCP) ensures that the training is current, engaging, legally defensible, and appropriate to the target audience.



WE'RE READY, ARE YOU?

IADLEST 2021 Conference

Fort Worth, Texas
May 23-26, 2021



300+ Law Enforcement Executives, Training Managers, POST Directors & Academy Directors. 50 States. 16+ Countries. 3 days. 1 Keynote. 20 Training Tracks. Roundtable Discussions. 25 Exhibits. 2 Social Events.

IADLEST is committed to transforming policing by pursuing excellence in training and the development of professional standards; and each year, the annual conference showcases this commitment by focusing on the most pressing issues for training managers and executives.

Topics Include:

- Recruitment & Retention
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- Data Based Policing
- Cultural Challenges
- Instructor Development
- Leadership



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VIRTUAL ACADEMY



Editorial Note: The IADLEST Newsletter is published quarterly. It is distributed to IADLEST members and other interested persons and agencies involved in the selection and training of law enforcement officers.

The IADLEST is a nonprofit organization comprised of law enforcement training managers and leaders. Its mission is to research and share information, ideas, and innovations that assist in the establishment of effective and defensible standards for the employment and training of law enforcement officers.

All professional training managers and educators are welcome to become members. Additionally, any individual, partnership, foundation, corporation, or other entities involved with the development or training of law enforcement or criminal justice personnel are eligible for membership. Recognizing the obligations and opportunities of international cooperation, the IADLEST extends its membership invitation to professionals in other democratic nations.

Newsletter articles or comments should be sent to IADLEST; 1330 North Manship; Meridian, Idaho 83642; or Yvonne@iadlest.org. Contributors are encouraged to provide material that best promotes valid standards for the employment and training of law enforcement officers.

The IADLEST reserves its right to select and publish articles, announcements, and comments. The viewpoints and opinions of contributors are those of the author and do not necessarily represent the views of the IADLEST.

MEETING SCHEDULE

The 2020-21 COVID-19 pandemic and the prohibition on holding large gatherings have altered the IADLEST meeting schedule. IADLEST will adjust its meeting schedule as the circumstances change.

The Executive Committee meetings are held regularly via electronic video and teleconferencing.

The next annual IADLEST conference is scheduled for May 23-26, 2021, at the Omni Fort Worth Hotel, Fort Worth, Texas. More details will be forthcoming. Please contact yvonne@iadlest.org if you have additional questions.



PRESIDENTIAL COMMISSION ON LAW ENFORCEMENT AND THE ADMINISTRATION OF JUSTICE RELEASES FINAL REPORT

by: U.S. Department of Justice's Community Oriented Policing Services (COPS) Office.

On December 22, 2020, following months of virtual meetings, testimony and study, U.S. Attorney General William P. Barr submitted the final report of the President's Commission on Law Enforcement and the Administration of Justice to the White House. This report represents the first comprehensive study of law enforcement in more than 55 years.

On Oct. 28, 2019, President Donald J. Trump signed Executive Order No. 13896, which directed the Department of Justice to establish the "Commission on Law Enforcement and the Administration of Justice." The purpose of the Commission was to conduct a modern study of the state of American policing and determine specific measures to reduce crime and promote the rule of law. At the conclusion of this study, the Commission was to issue a report.

"This report is the result of significant effort and commitment by hundreds of working group members, dozens of staff, nearly 200 individual testimonies, and of course the 18 distinguished commissioners, who, as I've said before, truly reflect the best there is in law enforcement," said Attorney General Barr. "We could not have foreseen the challenges 2020 would present when we set out to accomplish our goal of researching important current issues facing law enforcement and the criminal justice system. Yet despite these challenges, the Commission produced a thoughtful and comprehensive report."

At a ceremony in [January 2020](#), Attorney General Barr announced the establishment of the Commission and the individuals who would serve as commissioners. From January through July, the Commission met formally more than 50 times – adjusting to the challenges brought on by the COVID-19 pandemic – with the goal of making improvements to American law enforcement for years to come. Throughout that time, the Commission assembled a report that

reviewed a variety of important issues affecting law enforcement and its capacity to safeguard American communities.

The full report can be found here: [CLICK HERE](#)

NATIONAL CERTIFICATION PROGRAM NEW VIRTUAL TRAINING GUIDELINES ANNOUNCED

Due to the COVID-19 outbreak and aftermath, IADLEST has drafted a new policy for providers developing training programs using “virtual” technologies and officers attending nationally certified “virtual” training programs.

IADLEST has identified and distributed “best practices” related to online, asynchronous, and blended programs that will advance training opportunities for officers and providers throughout the country.

For more information on the new IADLEST policy, [CLICK HERE](#)

For more information on the National Certification Program and certifying your training course, [CLICK HERE](#)

Visit the IADLEST National Training Catalog. [CLICK HERE](#)

Contact: IADLEST (208) 288-5491; Email: mikebecar@iadlest.org

LIFE MEMBER INSTALLED

Charles “Chuck” Gerhart: At its October 16, 2020, meeting the Executive Committee voted to install Charles “Chuck” Gerhart Life Membership. Chuck was the Oklahoma POST Director and served as the IADLEST Midwest Regional Representative.

Chuck served as the Director of the Council on Law Enforcement Education and Training (CLEET). Chuck has been a member of the International Association of Directors of Law Enforcement Standards and Training since 2012.

Chuck is 37-year law enforcement professional with 29 years of service in the state of California. Chuck began his law enforcement career with the Los Angeles County Sheriff’s Department and then accepted a position with the Santa Barbara County Sheriff’s Department moving through the ranks where he retired as a Commander.

JOB OPPORTUNITIES

Executive Director: Oklahoma Council on Law Enforcement Education and Training (CLEET); 2401 Egypt Road; Ada, Oklahoma 74820. Response Deadline: January 31, 2021.

Salary range & benefits: \$93,660.00 - \$114,000.00 annual salary plus state benefit package to include health coverage & retirement contribution.

The Council on Law Enforcement Education and Training (CLEET) is seeking to fill the position of Executive Director. CLEET is a state agency. The agency’s mission is "To provide the citizens of Oklahoma with peace officers who are trained to be professional, ethical, conscientious, sensitive to the needs of the public, knowledgeable and competent in identified learning objectives; and to protect the public by regulating private security in the state of Oklahoma through education and licensing requirements and to ensure licensees practice within the provision of the law." The agency is governed by a 13-member Council with the Executive Director & Assistant Director serving at the pleasure of the Council. CLEET authority and guidelines are vested in Oklahoma Statutes, Title 70, Section 3311.

CLEET is in Ada, Oklahoma, 90 miles S & E of Oklahoma City. Ada, with a population estimate of 17,240, is home to East Central University. The CLEET facility occupies 356 acres within the city limits. The facility consists of 120,000 square feet under one roof, to include administrative offices, classrooms, dormitory and cafeteria, two firing ranges and a 1.9 mile driver training course. The complex opened in September 2006.

Minimal Requirements: Earned Bachelor's or higher degree in law enforcement from an accredited college or university, or a bachelor's or higher degree in a law-enforcement related subject area, and a minimum of five years of active law enforcement experience including, but not limited to responsibility for enforcement, investigation, administration, training, or curriculum implementation. Finalists must pass a background check and provide proof of citizenship or eligibility to work in the United States.

Preference may be given to certified peace officers with advanced degrees and five years senior command level law enforcement experience, budgetary and facility maintenance responsibilities and/or a governmental relations background. Preference may also be given to individuals whose continuing education training includes graduation from the FBI National Academy, Southern Police Institute, or other nationally recognized police leadership or executive development program.

Credentials are subject to verification.

Preference may be given to Oklahoma residents. Successful candidates must be willing to relocate to the Ada, Oklahoma, area.

Application process: Submit letter of interest and resume to CLEET Executive Administrative Assistant Shelly Lowrance, 2401 Egypt Rd., Ada, Oklahoma 74820 or electronically at shelly.lowrance@cleet.state.ok.us.

Training Officer: Nevada POST Training Specialist (Unclassified). Response Deadline: Until Filled

The Training Division has an open full-time training officer position located in Carson City at the Stewart Facility. Approximate gross salary: PERS Employee/Employer Paid: \$75,430
PERS Employer Paid: \$65,806

Duties: Include but not limited to the following: Supervise basic law enforcement cadets during a Category I/II/III residential academy, develop

and evaluate lesson plans and curriculum that address NAC mandates for Nevada peace officers, develop and schedule instruction and instructors for the basic course, supervise and evaluate instructors for content and performance, coordinate and schedule training areas and training resources, develop and instruct specialized and advanced courses that enhance the basic curriculum, and communicate effectively both in writing and orally. Develop and instruct specialized and advanced courses relevant to professional development, management and supervision. Research and make recommendations regarding current and potential trends related to law enforcement training, curriculum, and needs. Direct and participate in physical training several times a week.

Qualifications: Prior successful employment as a full-time peace officer equivalent to a Nevada Category I officer. Applicants must have excellent organizational skills, demonstrate leadership, and possess knowledge of the latest versions of MS Word, Excel, and the internet. The ideal candidate would have a Bachelor's degree in a criminal justice related field, with diverse assignments while working as a peace officer to include patrol, investigations, training, and supervision. The successful applicant must have an in-depth understanding and experience with adult learning theory and principles. Applicants should have experience teaching law enforcement related subjects. Candidates should embrace a disciplined basic academy environment and have an understanding of the importance of leadership, command presence, officer safety, ethical behavior and physical fitness. A combination of experience, training and education may be used in lieu of above that demonstrate the necessary qualifications. Persons offered employment in this position must submit to a pre-employment background check.

Physical demands: This position requires the applicant to participate in and instruct physical fitness sessions. The successful candidate serves as an example of excellent physical fitness and readiness to police recruits. Applicants will be administered the POST Physical Fitness Test (PPFT) for Category I peace officers as part of

the interview process. The standards for the PPFT are:

- 1 – Vertical Jump of not less than 14 inches
- 2 – Agility Run in not more than 19.5 seconds
- 3 – 30 sit-ups in one minute
- 4 – 23 push-ups, no time limit
- 5 – 300 meter sprint in not more than 68 seconds
- 6 – 1.5 mile-run in not more than 16 minutes 57 seconds

Position status: Exempt (FLSA); unclassified position entitled to standard State benefits; serves at the will of the Executive Director, POST. Employment is contingent on successfully passing a background check. This position announcement lists the major duties and requirements of the job and is not all inclusive.

The incumbent may be expected to perform additional job-related duties and may be required to have or develop additional specific job-related knowledge and skills.

Working Environment: Working at POST offers a relaxed working environment located on the beautiful campus-like surroundings of the Stewart facility, which formerly housed the Stewart Indian School. POST is a forward-thinking organization that embraces the latest in technology to aid in delivering training excellence. POST has adopted a four-day, 10-hr/day schedule, although during academies, some weeks will revert back to a five day, eight-hr/day schedule. The position is based in Carson City, Nevada, the state capital. Nevada has a relatively low cost of living including no state income tax.

Resumes: Resumes may be mailed, faxed, or emailed to the attention of:

Amanda Socha, Executive Assistant
5587 Wa Pai Shone Avenue
Carson City, Nevada 89701
FAX: (775) 687-4911
E-mail: asocha@post.state.nv.us



NOTE OF THANKS

by: *Bill Flink, IADLEST Historian*

If you have not already seen this message, I'm sending you this notice to thank you for your support in the IADLEST History Project that has resulted in the book:

“A QUEST FOR PROFESSIONALISM: A HISTORY OF LAW ENFORCEMENT AND AN ORGANIZATION CALLED IADLEST.”

by: *Bill Flink, IADLEST Historian*

I believe it is a history we, and all those involved as contributors, will be proud to be a part of. As mentioned during the recent IADLEST Executive Committee Meeting on October 16, the book is 760 pages in an 11" x 8.5" format, and includes material from the beginning of our country until the present. It covers some of the beginnings of law enforcement in several U.S. cities, the beginnings of law enforcement training, leaders who established and were advocates of training the police, the development of organizations, congressional committees, state legislation, the beginnings of state leaders joining together to form the National Association of State Director of Law Enforcement Training (NASDLET — IADLEST's predecessor), and that is just the first six chapters and 200 pages. The following 18 chapters tell the story of IADLEST's creation and growth and how the association has interacted with others who promoted professional law enforcement for our country.

The book acknowledges our research of nearly 130 primary contacts including IADLEST members, state agencies, historical museums and organizations, as well as many more newspapers throughout the country that allowed us to use their stories to fulfill the history the book presents. The book also contains numerous references to NASDLET and IADLEST meeting minutes, newsletters, and other association documentation.

The entire book documents hundreds of individuals in history, and among them are IADLEST members that have made law enforcement standards and training more professional. There are items that have never

been presented in other books on the history of law enforcement, and the information will correct and clarify how standards and training evolved for law enforcement. For those of us who are proud of our achievements, it is a significant book to have on our bookshelves and share with family members.

The book tries to touch upon many of the significant projects that have been undertaken by the members of our association and the many state efforts to improve standards and training that have made America's police a service to all.

The book is available through the IADLEST website store.

The cost of the book for all IADLEST members, including life members, covers the cost of making the book and mailing. Non-members and institutions, such as libraries and others, will pay a separate fee that will be used to bring additional funds into the association. The book can be ordered from the IADLEST Store at: <https://www.iadleststore.org/product-page/a-quest-for-professionalism>

I hope you will find the work satisfying and representative of the activities you, and others you know, have undertaken to make IADLEST a great association shaping law enforcement in the United States.

EVIDENCE BASED INVESTIGATIVE INTERVIEWING

An article authored by Dr. Stephen Moston who is the Director of Forensii, an educational company specializing in legal and forensic psychological training. Moston poses an alternative to the models of interrogation used in the United States.

To read the article [CLICK HERE](#)



MEMORIAM LOSS OF VALUABLE PATRONS OF LAW ENFORCEMENT STANDARDS & TRAINING



West Virginia: Chuck Sadler, the currently and longtime Director for the West Virginia Law Enforcement Professional Standards, West Virginia Justice and Community Services Division passed away on December 30, 2020.

Chuck spent 24 years of his career with the Charleston Police Department where he rose to the rank of Captain. Chuck served as the Director of West Virginia State Police Academy.

As an IADLEST director member, Chuck served as the chair of the Highway Traffic and Pedestrian Safety Committee and as Central Region Representative.



Montana: The former Director of Montana POST and IADLEST Life Member, Ellis Eugene "Gene" Kiser, passed away Tuesday, December 22, 2020, at his home in Billings, Montana. Prior to his

appointment as Montana POST Director, Gene was the Police Chief of Billings. He was born in North Platte, Nebraska, and grew up in Green River, Wyoming.



“A Quest For Professionalism”

Available For Purchase !

More than two years in the making, “A Quest For Professionalism” is released. Written with a view on law enforcement, with an emphasis on standards and training from the past to the present. This is not a storybook of how we wished things to have been in law enforcement history, but how it was when it was actually being developed for the people of the United States. More than 700 pages filled with interesting facts, collected from historical manuscripts and writings of the times, and capturing actual records and memories of the persons involved in the decision-making of NASDLET and IADLEST.

A QUEST FOR PROFESSIONALISM

A History of Law Enforcement and an
Organization Called IADLEST



William L. Flink
and others as noted

This book is a cumulative history of law enforcement events, leading up to and beyond the creation of state agencies of government that continue to oversee how we select and maintain law officers employed within our police agencies. It emphasizes many of the activities that the states and federal government, as well as other associations, undertook to raise awareness and execute programs that enhance public safety. It also renders, in one source document, the historical discussions and decisions of the International Association of Directors of Law Enforcement Standards and Training.

Compiled as never before, looking at the roots of professionalism and measures to achieve it, this material has the means to change how historians, educators and our criminal justice academies teach the history of law enforcement. The information clarifies and corrects details, and provides the important source information to support what has been written.

A Quest For Professionalism is available through IADLEST. Members or the public wishing to purchase a copy of the book, are directed to the IADLEST Store at :

<https://www.iadleststore.org/product-page/a-quest-for-professionalism>

If you have questions, contact Ms. Yvonne Pfeifer, IADLEST Director of Operations, at Yvonne@iadlest.org or by calling 208-288-5491.

On sale through the International Association of
Directors of Law Enforcement Standards and Training

\$40.00 for members

\$60.00 for non-members

Sold through the IADLEST Store: <https://www.iadleststore.org/>

IADLEST'S NATIONAL CERTIFIED INSTRUCTOR UPDATE

by: William Flink, IADLEST Program Manager



As we begin the New Year, it is our pleasure to update our rolls on IADLEST Nationally Certified Instructors. The IADLEST National Certified

Instructor (INCI) Program has a variety of subject matter experts who have focused their talents upon law enforcement training. They have increased our influence upon training excellence and continue to make a positive impact upon the work law enforcement officers. Notifications of National Certified Instructor presentations are being sent to IADLEST Director Members and Regional Representatives within surrounding states where our INCI instructors make their presentations. These notifications can also be found within IADLEST's social media activities.

All of the IADLEST's Nationally Certified Instructor instructors are highly recommended by their peers or IADLEST members. Their credentials include significant training and development experience, and demonstrate their commitment towards improving criminal justice training and society. With that, we introduce some of our newest IADLEST Nationally Certified Instructors in this edition of the Newsletter: William Powell, Jeff Johnsgaard, Eddie Dove, Dan Greene, Paul Hassellberger, and Jeffrey Vanhook.

Contact information for all IADLEST Certified Instructors can be found on the IADLEST Instructor Web Pages at either <https://www.iadlest.org/training/instructor-certifications/national-certified-instructor/inci-instructors>; or <https://www.iadlest.org/training/instructor-certifications/international-certification/iici-instructors>.



William "Bill" Powell is a Sergeant with the Jefferson County Sheriff's Office in Alabama. He retired from the United States Air Force and served as a law

Enforcement officer for over 21 years. He has a B.A. in Criminal Justice from American Military University and an M.A. in Organizational Leadership/Public Administration from Waldorf University. Bill received his Instructor Development Certificate from the Federal Bureau of Investigation in 2010. He was a specialized instructor at the academy. His areas of focus were in Laws of Corrections and Custody, Jail Management, Gangs, and Emergency Vehicle Operations.

He is currently assigned to the Academy and Training Center where he serves as the training coordinator and senior academy instructor. He is a certified firearms instructor, Taser/CEW Instructor, APOSTC General Instructor, and holds instructor-level credentials in other specialized fields. He has been a law enforcement officer for 20 years. He has worked in corrections, patrol, and investigations. He served as a field training officer while assigned to the patrol division.

Sgt. Powell received the 2019 Outstanding Law Enforcement Professional Runner-Up Award from Columbia Southern University. He has numerous commendations and is also a recipient of the "Director's Award for Leadership" for his academy class in 2001. He enjoys mentoring and tutoring deputies as they work towards completing their educational goals. Sgt. Powell's Teaching Philosophy: Students are responsible for learning; my role as an instructor is to meet students where they are, challenge them to

actively engage in the pursuit of knowledge, and encourage critical thinking and ownership of advancing their knowledge and skillset in a safe learning environment.



Jeff Johnsgaard is currently a full time Canadian police officer, having started his career in 2003. He began instructing use of force and the accompanying

yearly in-service re-certifications for his agency in 2006. In 2014, he was asked to instruct the instructor course for defensive tactics at the Police College and has continued to do those courses and the instructor re-certifications yearly. Jeff has been a special team member since 2007, and his current assignment is as a Detective Sargeant in the Criminal Investigation Division. He has created policy for areas of his agency's use of force as well as led the implementation of various tools and techniques for both patrol and special teams' officers.

Mr. Johnsgaard is the Canadian Regional Director and a Master Instructor for the Reality Based Training Association (RBTA). He has taught courses to various military and law enforcement agencies for the RBTA on three continents. Jeff also teaches and consults with two companies regarding to their instructor development training and curriculum design. Mr. Johnsgaard also instructs specific curricula on 360° Vehicle Anti Ambush.



Sgt. Eddie Dove is an active sworn law enforcement officer with over 13 years of experience. His current assignments

include; Patrol Division First Line Supervisor (Sgt), Lead Subject Control/Defensive Tactics Instructor, Lead De-escalation Instructor, General Instructor, School Resource Officer Instructor, Decision Making Simulator Instructor, and he is a member of the Use of Force Instructor Team for the Kernersville Police Department. Previous assignments include School Resource Officer, In-Service Training Coordinator, Continuing Education Training Coordinator, and he served as a member of the CALEA Accreditation Management Team.

Sgt. Dove is a NC Justice Academy Certified General Instructor, School Resource Officer Training Instructor, Specialized Subject Control and Apprehension Techniques (SCAT) Instructor and In-Service Training Coordinator. He holds certifications and teaches across the spectrum of use of force subject matter from de-escalation/communication, to active shooter/rapid response, through documentation of use of force instruction. He has been a curriculum designer for his agency, and has been an integral part in their development/progression to a scenario-based/reality-based decision-making training model/format.

When serving as Training Coordinator, Sgt. Dove developed a model of training for the department that treated training as an interconnected living organism. He deployed a plan for department-wide annual training that was designed to build upon each previous individual course and culminate in training experience that pushes officers to make decisions under rapidly evolving scenarios that mimic the work environment.

Sgt. Dove also serves as an instructor for the 360 Policing, LLC., an organization owned and managed by IADLEST Nationally Certified Instructor Lt. Derrick Crews that offers several use of force focused classes across the state of North Carolina.



Dan Greene has been a law enforcement professional in the state of Arizona for over 24 years. Dan began his career as an officer in 1996; and in 1998 he was selected as a Field Training

Officer where he served until 2000. After two years as a detective, Dan returned to training and mentoring new employees and remained there until 2006 when he was promoted to Sergeant and began his leadership role supervising officers in the field. A year later, Dan was selected for the Field Training Unit once more - this time, inheriting the team as its supervisor. For seven years Dan led this critical and active team. As part of his role as the FTO Sergeant, Dan trained approximately 20 newly-promoted supervisors.

Dan is currently the Executive Director for the National Association of Field Training Officers. Prior to that appointment, Dan served six years as an elected executive board member of NAFTO as well as eight years as Vice President of the Arizona Chapter. Dan has developed course material and presentations for Standardized Evaluations, Adult Learning, Leadership, Ethics and Officer Safety. He also developed and taught courses for introductory Field Training Schools, Advanced Field Training and Field Training Unit Management. Dan has also enjoyed the opportunity to present classes for local, county, and state law enforcement across the American Southwest, as well as US Army civilian police, civilian employees, sheriffs' staff, detention officers, and supervisors.

In 2017, Dan was honored to receive the ILEETA International Law Enforcement Instructor of the Year award.

Dan's first interest in teaching was as a Defensive Tactics Instructor. Dan earned his certification in 2000. Since that time, Dan has had the opportunity to teach countless hours

within the field. Dan has taught use of force related topics at ALEA, CGCC Reserve Academy, and internally at the Chandler Police Department. Dan has also developed outlines and taught classes for basic level use of force courses all the way up to DT Instructor School. For nearly five years, Dan acted as his department's lead Use of Force Instructor and was responsible for teaching, facilitating, and preparing for classes, as well as developing his DT staff.

Dan is currently a certified Subject Matter Expert in General Instructor, Defensive Tactics Instructor, Ground Survival Instructor, Field Training Officer, Adult Learning Instructor, Ethics, and Leadership Instructor. He also has extensive training through institutions such as Arizona Police Officers Standards and Training, National Institute of Ethics, Jack Enter's Proactive Leadership Strategies, Franklin/Covey Seven Habits of Highly Effective People, and Franklin/Covey The Nobility of Policing.



Lt. Paul Hasselberger is a law enforcement administrator and educator who has a passion for constant improvement. His drive to find balance between formal education, practical skills, and real-world leadership experience can be

seen through his various assignments and accomplishments.

After earning degrees in psychology and sociology, he joined the Clifton Police Department in 2005 and quickly earned awards and commendations for his personal performance including: a physical fitness award, life-saving awards, and meritorious service citations. His work ethic helped him earn multiple specialty assignments including: SWAT, Academy Instructor, and Narcotics detective. Paul was promoted to patrol sergeant in 2011 and used his new supervisory position to

recruit officers interested in forming the agency's first formal field training program. Developing this program provided Paul valuable experience in policy writing, scheduling, and other administrative functions.

From this experience, he worked to form a professional organization within New Jersey to provide resources to law enforcement agencies looking to develop their own FTO programs. He also began his involvement with the National Association of Field Training Officers (NAFTO). Mr. Hasselberger was promoted to Lieutenant in 2016 and demonstrated the power of collaborative leadership by improving morale, productivity, and attendance while decreasing complaints and sick time on the department's busiest platoon. He was reassigned to the Traffic Division and quickly learned the wide-ranging technical aspects of crash reconstruction, traffic engineering, and grant writing. During this time, Paul was also selected to assume command of the department's SWAT team. Through this role, he introduced less-lethal ammunition and weapons, secured a grant to train over 300 law enforcement and medical personnel in active shooter response, and began a force-on-force training program.

Lt. Hasselberger was reassigned to the Training Division in early 2019, where he updated the FTO program and enhanced the agency's firearms training. During this time, he incorporated many of the concepts and ideas developed during his return to school to earn a master's degree in education.

Outside of his full-time position, Lt. Hasselberger has put his experience, education, and leadership skills to use by providing instruction to hundreds of FTOs around the country. He has presented at various conferences and was most notably chosen to participate in the International Law Enforcement and Educators Association's (ILEETA) prestigious "Emerson Hour." Lt. Hasselberger has also continued to instruct at the Passaic County Police Academy for the past ten years and worked as a subject matter expert for police supervision promotional test development for the state of NJ. He served as the Vice-President of his agency's supervisor's union and is the

founding director of the NJ Chapter of NAFTO. He has been the President of NAFTO's Executive Board since 2018.



Jeffrey Vanhook is a Patrol Lieutenant with the Larimer County Sheriff's Office, Fort Collins, Colorado. He has been employed with LCSO since 1992. During his career he has held many different positions: detention deputy, patrol deputy, narcotics detective, general criminal investigations detective, patrol corporal, patrol sergeant, training sergeant, and patrol lieutenant (Watch Commander).

Lt. Vanhook has been a Field Training Officer (FTO) for the agency since 1998 and was the agency's Field Training Program (FTP) Coordinator for 12 years. He is currently the Training Program Administrator. He serves on the National Association of Field Training Officers (NAFTO) as the Vice-President and as a trainer. Jeff has taught basic FTO school, advanced FTO school, and managing the FTO unit. He has been a national trainer since 2014, instructing classes across the United States.

Lt. Vanhook is a Subject Matter Expert (SME) trainer in the Emergency Vehicle Operation Course (EVOC) program and is the agency's program administrator. He is part of Colorado's Peace Officer Standards and Training (POST) Curriculum Committee, and he previously served on Colorado POST training academy committee. He is a Crisis Intervention Team (C.I.T.) member and also serves as a member of the Board of Directors for Summitstone Health Partners, which is the leading behavioral health provider for Larimer County.



**IADLEST AWARDS
ACADEMY ACCREDITATION AND
FIRST AWARD OF EXCELLENCE**

*by: Mark Damitio, IADLEST Accreditation and Grants
Manager*



IADLEST AWARD OF EXCELLENCE

The Washtenaw Community College (Ann Arbor, MI) Public Service Training Department is a program of Workforce and Community Development at WCC. It is one of twenty police academies in the state that are certified by the Michigan Commission on Law Enforcement Standards (MCOLES). It has been in continuous operation since 1987. The primary focus of the Academy is the basic and in-service training of police and corrections officers in the local area. The primary training stakeholders are the newly hired local law enforcement agency representatives plus pre-service students that will market themselves to law enforcement agencies upon their graduation. The basic training program for regular Police Officers is a total of 18 weeks.

The Academy is led by Joyce Nelson Van Meter, Senior Director of Public Service Training. She is supported by Jon Haupt, Assistant Director of Operations and Sherry Rosier, Public Service Training Administrative Assistant. Director Nelson, Assistant Director Haupt, and Ms. Rosier are the only permanent employees, but they are supported by 93 contracted subject matter experts that comprise the core of the instructional staff. The bulk of the contracted subject matter experts are currently serving law enforcement officers.



Social Distancing Classroom Layout



L/R: Mark Damitio, Dan Howard, IADLEST; Academy Director Van Meter, and Assistant Director Haupt.

The Academy staff began self-assessment in February 2017. The Academy completed self-assessment and began staff assignments for collection of the documentation supporting the individual standards in June 2017. The submissions continued until September 2020.

The on-site assessment team was Mark Damitio, IADLEST Accreditation and Grants Manager, and Daniel Howard, IADLEST TXDOT Project Manager and member of the IADLEST Accreditation Committee. The assessment team arrived at the headquarters of the Washtenaw Community College Public Service Training Department on the morning of November 11, 2020. The inspection schedule was modified to accommodate the observation of relevant training activities. In progress at the Academy was a Basic Police Academy class with 36 recruits. The class was in week 17 of 18.

Day 1, Wednesday, November 11, 2020: Meeting with the Director / Academy Inspection

- Meeting with the Director detailing the inspection process as well as the overall accreditation process.
- Inspection of the files contained in the Academy Administrative Offices that supported the accreditation standards such as policies, procedures, and general orders.
- Inspection of classrooms and facilities at the Academy.
- Staff and student interviews at the Academy.
- Inspection of the vehicle operations area at the Academy and a demonstration of a vehicle operations and practical exercise.
- Assessment staff meeting to reach consensus scores for standards.

Day 2, Thursday, November 12, 2020: Firearms Course Inspection / Academy Inspection

- Further inspection of the files contained in the Academy Administrative Offices that supported the accreditation standards such as policies, procedures, and general orders.
- Staff and student interviews at the Academy.
- Inspection of the firearms training area at the Academy and a demonstration of a firearms safety briefing and a firearms course of fire.
- Inspection of the defensive tactics area of the Academy facility.
- Assessment staff meeting to reach consensus scores for standards.

Day 3, Friday, November 13, 2020: Administrative Wrap-Up

- Meeting with the Director detailing the results of the inspection process as well as the overall accreditation assessment by the team. The assessment team presented their observations and preliminary assessments to the Director as to the Academy's compliance with the IADLEST Academy Standards. There was specific feedback given to the Director on the Marginal and Best Practices ratings.

The assessment team received considerable cooperation from the staff both prior to and during the assessment process. The supporting staff during the inspection process was open and transparent. There is a general impression that the staff of the Academy is committed to providing the best possible service to their stakeholders. Of the 53 standards measured, the Academy received Best Practices scores in 21 categories, and Acceptable scores in 31 categories. On December 17, 2020, the IADLEST Accreditation Committee met to consider the findings of the assessment team. The assessment team recommended the Washtenaw Community College Public Service Training Department be awarded the IADLEST Academy Accreditation Award of Excellence. This recommendation was based upon:

- The submission of documentation supporting the standards.
- There were no standards that were scored as an automatic failure.

- There was only one score at the Minimal level, and the Award of Excellence allows up to three.
- An on-site inspection of the academy training facilities.
- A final cumulative weighted score of 109.23, and the Award of Excellence allows a score of 92.

The IADLEST Accreditation Committee concurred with the recommendations. IADLEST congratulates Joyce Nelson Van Meter, Senior Director of Public Service Training, and Jon Haupt, Assistant Director of Operations for their Academy's performance, and is proud to award the world's first IADLEST Academy Accreditation Award of Excellence to the Washtenaw Community College Public Service Training Department.



WASHTENAW COMMUNITY COLLEGE

Police Training Academy
4800 E. Huron River Drive
Ann Arbor, MI 48105-4800



ALL YOUR GEAR ALL THE TIME

**THE DE-ESCALATION PROCESS:
GIVING OPTIONS, ARE WE TEACHING
IT CORRECTLY?**

*Derrick Crews, Lieutenant
Kearneyville, Nebraska Police Department*

Within the de-escalation process, it is common practice to try and provide options rather than give commands. The basic concept is as follows:

When a person is presented with a choice, it provides that person with the perception they have some measure of control. This method is an accepted best practice within de-escalation training due to the fact most people prefer to be asked rather than told to perform an action.

Those of us who teach de-escalation should be aware there is a critical component to this step. This component is so critical that, when missed, the presentation of options fails, despite being a proven de-escalation technique. What is this crucial component? Research strongly supports the concept of the options that are provided should include one option that is likely to be perceived as positive (or as a gain), and the other option should be one that is likely to be perceived as negative (or as a loss). When a law enforcement officer only provides two negative options, psychological findings dictate that we may in fact be encouraging the person *not* to comply. Obviously, when teaching de-escalation, this is an important distinction. We want to teach communication that encourages compliance. How do we so often overlook this? It is possible that we incorrectly conclude that it is sufficient merely to give two options in general. This is not the case since that opens up the possibility of providing two negative (loss) options. It does not matter that *we* might perceive one option to be more or less negative than the other. When the message is received by the listener, it will likely be interpreted as a “lose/lose” scenario for them.

For example, we may say, “Sir, you have two choices: (1) You can comply with the arrest, and we can get you on to jail, or (2) I will have to physically force you to comply. If I have to use force, it may result in additional charges when you go to jail. Are you going to comply as you are told?” In this example, we see Option 1 as a

negative (loss) to the person. Option 2 is a negative (loss) as well. It is just more of a negative (loss) than Option 1. Essentially the person only has one option: To Lose. Two negative (loss) options are cognitively processed as one. This is **NOT** de-escalation.

Professor Daniel Kahneman at Princeton University, Nobel Prize winner, and author of *Thinking Fast and Slow*, has studied how we make decisions. He found decision making is emotionally based and not as rational as many would like to believe. When deciding between two negative (loss) options, we tend to favor taking “desperate gambles, accepting a high probability of making things worse in exchange for a small hope of avoiding a large loss” (p. 318-319). This is discussed extensively within prospect theory and is extensively used by marketers to sell us their product.

In the above example, we see both options are a negative (loss). The only difference is that the latter option could potentially lead to a greater loss than the other. Psychologically this is processed as a single option rather than a choice between two options that might lead to different outcomes. According to Professor Kahneman, the presentation of two negative options may encourage the person to generate their own, possibly riskier, option. Law enforcement officers refer to this riskier option as fight or flight. In the example, the person we are trying to convince to voluntarily comply may perceive the two negative options as one. This basically is now perceived as a 100% certainty sure loss, i.e., going to jail. Option #2 now is seen as fight or flight, which may be perceived as a 50/50 chance of escaping the certain sure loss.

Interdisciplinary studies suggest when given two negative options involving a loss our brain directs us to select an option with the possibility of success (though exposed to more risk). Such a choice would be preferred over taking a path of guaranteed loss, despite that lower risk. This essentially is due to the certainty effect (Kahneman, p. 318). Rationally, we know it would be unwise to fight the police or run from them when being arrested. It is rational to think this option potentially results in additional charges and/or an increase in injury. But,

research shows that such decisions are not made rationally. The example below may help illustrate how we are susceptible to selecting an uncertain (albeit risky) loss option over a known certainty loss option.

Select one of the following two options:

- Option # 1 - 100% chance of losing \$1,000.00.
- Option # 2 - 50% chance of losing \$2,500.00.

Most people select Option #2. If you did, you may have the attribute of emotional decision-making in common with the guy who would also select the fight or flight option when faced with being arrested. The rational choice is option # 1. It is the lesser negative (loss) than Option #2. Objectively, Option #1 is safer and poses less risk. However, the *certainty* of the loss influences our emotional mind to shy away from that option despite the diminished risk involved. The *potential* for gain (victory) inherent in uncertain Option #2 influences our emotional mind to embrace that option if only to satisfy a purported human need to believe that success (gain) is at least possible.

To understand why in more detail, YouTube has a quick video titled [Expected Values and Prospect Theory](#). The takeaway is this: we as a species tend to emotionally prefer an uncertain negative (loss) over a certain negative (loss). Even when the certain loss is less risky compared to the uncertain loss. This is prospect theory and is used in economics pertaining to stock trading, advertisements, and marketing all the time. The fundamental principles of prospect theory hold true across a wide range of studies. Merging both examples may help better illustrate how it relates to de-escalation training.

- Option #1 - 100% loss of \$1,000.00 = 100% chance going to jail = certain loss.
- Option #2 - 50% loss of \$2,500.00 = 50% chance no jail (fight/flight) = uncertain loss.

As an instructor and practitioner of de-escalation, it is important to understand the scenarios in which de-escalation works or fails to work and why that is the case. However you choose to refer to this step in your course (e.g., “ask vs. tell,” “giving options,” or “options over

commands,” etc), it is imperative that the instructor has an understanding that one option needs to be perceived as a positive (gain) and the other as a negative (loss) to truly apply an effective de-escalation effect to the situation. While it is understandable that law enforcement officers may be involved in a situation and give two negative options, to do so should not be considered de-escalation. At a minimum, there is research which strongly suggests that it is not de-escalation. The key is to engage verbally with the person long enough to discover what *they* would perceive as a gain in that specific scenario. Sometimes their perception of a gain might be as simple as being allowed to use the phone once at the jail. De-escalation can be viewed as the act of helping the subject realize emotionally what they stand to *gain* through the act of compliance. This is best accomplished when you contrast a negative option with a positive option.

Sources: Bertels. (2016). Expected Values and Prospect Theory [Video]. YouTube. https://www.youtube.com/watch?v=5HsII_e65V0.
Kahneman, D. (2011). Thinking fast and slow. Farrar, Straus and Giroux.

HELICOPTERS LANDING SAFELY – EVERY TIME!

by: Daniel Klingelutz, Landing Zone Safety Organization



Helicopters, high-stakes, and hazardous situations! This informative and efficient two credit hour course has it all and will prepare you for the adrenalin rush that comes with landing a helicopter the *correct* and safe way at your next scene call. You might be the only one on scene that knows the proper way to manage a helicopter next time it happens on your call. The course will prepare you for this critical task. This skill set can provide *peace of mind* to safety directors, training directors, and risk managers, knowing that their fellow employees will be safe

during this hectic and dangerous helicopter operation.

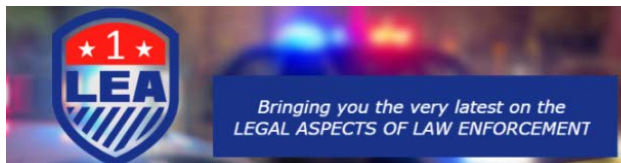
Designed to be completed at your own pace, this course is entirely online and easily accessed at IADLEST's National catalog at www.firstforward.com. Due to the COVID response, many departments have canceled their in-person helicopter landing zone courses or have never scheduled one. Our online safety course is available 24/7.

Numerous studies have indicated that landing a helicopter at an accident scene is a hazardous and potentially dangerous procedure. The responding officer may be the only one on the ground that can provide assist to a helicopter landing.

A study conducted with funding from the Association of Air Medical Services (AAMS) concluded that knowledge decay from first responders' infrequent training creates unnecessary risk to HEMS operations. The need for this training is apparent, and the course has gone through rigorous testing to prove its effectiveness. Enroll today and renew yearly!

For more information, contact: Daniel Klingelhutz [Daniel@lzso.org] or refer to <https://lzso.org>

LEGAL UPDATES



By: Bruce-Alan Barnard, JD, LLM

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Bell v Neukirch 8thCIR 28OCT2020

Summary: Probable cause to arrest requires more than generic description characteristics.

Plaintiff filed a 1983 civil suit against his arresting officers and others alleging the officers seized him without probable cause. The Eighth

Circuit held that the evidence, viewed in the light most favorable to the plaintiff, would support a finding that the arresting officers violated the plaintiff's clearly established right to be free from an unreasonable seizure without probable cause under the circumstances. In this case, about seven minutes after a black juvenile male with a gun fled from police in Kansas City, officers arrested the plaintiff a mile away from the scene. Plaintiff and the suspect shared only generic characteristics in common: black, juvenile, and male. However, the plaintiff had several characteristics distinct from the suspect: he was taller than the suspect; had distinguishable hair from the suspect; and wore shorts, shoes, and socks that differed from those donned by the suspect. Furthermore, these distinctions are depicted on a police video recording that the arresting officers reviewed. Plaintiff was in custody for three weeks before a detective reviewed the video and concluded that the plaintiff was not the offender. Therefore, the district court erred in granting qualified immunity to the arresting officers where no reasonable officer could have believed that probable cause existed to arrest the plaintiff based on the plainly exculpatory evidence available to them.

To read or download the full opinion, [CLICK HERE](#)

United States v. Fletcher 6thCIR 26OCT2020

Summary: Probation searches require reasonable suspicion unless in the probation agreement.

Fletcher was convicted under Ohio law and under the terms of his probation. Fletcher agreed to a search without a warrant of his person, his motor vehicle, or his place of residence by a Probation Officer at any time. During a routine visit, his probation officer noticed that Fletcher had two phones. The officer stated that he was going to search the phones and observed that Fletcher responded nervously and began looking through one of them. Fletcher initially resisted but ultimately unlocked the phone. The officer, searching through the phone, saw an image of child pornography. A search warrant was obtained and executed on the phone. The search

revealed child pornography that had been downloaded from the internet and also that had been filmed by the phone itself. For the videos filmed on the phone, Fletcher was charged in federal court with conspiracy to produce child pornography and production of child pornography. His motion to suppress the evidence recovered from his cell phone was denied. Fletcher was sentenced to 35 years in prison. The Sixth Circuit reversed. The probation officer did not have reasonable suspicion to search Fletcher's cell phone, and Fletcher's probation agreement did not authorize the search.

To read or download the full decision, [CLICK HERE](#)

Commonwealth v. Miller MA Supreme Judicial Court 22OCT2020

Summary: A suspect can reinitiate contact and provide a statement after invoking Miranda right to counsel.

The Supreme Judicial Court affirmed Defendant's convictions of murder in the first degree by deliberate premeditation and assault with intent to murder, holding that no error occurred in the proceedings below. Specifically, the Supreme Judicial Court held the motion judge did not err in denying Defendant's motion to suppress because although Defendant unambiguously invoked his right to counsel, he voluntarily reinitiated contact with detectives. Furthermore, the Defendant's waiver of his Miranda rights was intelligent, knowing, and voluntary.

To read or download the full decision, [CLICK HERE](#)

Angulo v Brown 5thCIR 23OCT2020

Summary: CBP officers did not use excessive force or unreasonably seize the Plaintiff.

Plaintiff filed a 1983 civil suit against the United States Customs and Border Patrol officers for injuries suffered during an incident at the International Port of Entry Gateway Bridge in Brownsville, Texas. The Fifth Circuit affirmed the district court's grant of summary judgment in favor of the CBP officers based on qualified

immunity. In this case, the court found that plaintiff was neither arrested nor unreasonably seized, and the officers did not use excessive force. The court also affirmed the district court's dismissal of the plaintiff's claims against the United States for lack of subject-matter jurisdiction based on the customs-duty exception to the Federal Tort Claims Act (FTCA).

To read or download the full decision, [CLICK HERE](#)

**PREVENTING
OFFICER-INDUCED ESCALATION
A Call for Non-Escalation
Training and Procedural Justice**

by: Don McCrea, M.S., INCI, IICI, President, Premier Police Training, LLC

Slashing Funding and Training: The city of Seattle recently passed their 2021 budget highlighted by a nearly 20% cut to their city's police department. According to the *New York Post*, Seattle city council members voted overwhelmingly to cut funds for police training and overtime and eliminate dozens of vacant positions. Also slashing police budgets are Austin, New York City, Los Angeles, San Francisco, Washington D.C., Baltimore, Portland (OR), Philadelphia, Hartford (CT), Norman (OK), and Salt Lake City.

These punishing actions are demonstrative of the intense displeasure a growing number of elected officials possess for the problems they believe exist within the law enforcement profession. Are there problems within the law enforcement profession? Yes, of course there are problems, and these exist in every profession. But what is it about the law enforcement profession that continues drawing increased levels of attention and criticism?

The public places a great deal of trust in law enforcement officers. Officers have authority and power that few others possess. When they abuse that authority, trust is violated. This is why officers must exercise their authority carefully, respectfully, and judiciously. This is also why, when officers abuse their authority,

the public holds them immediately accountable for those actions.

High Standards: Law enforcement officers are held to an extremely high standard. An officer on the street is expected by both the public and the courts to be 100% correct 100% of the time, particularly when it comes to the Fourth Amendment.

The Fourth Amendment presents the most legal challenges for officers, both on the street and in the courtroom. In its 54-word entirety, the Fourth Amendment is involved in every stop, detention, frisk, warning, ticket, arrest, search, seizure, and application of force. A misapplication of just four of those words, “unreasonable searches and seizures,” can prove disastrous for officers, their agencies, and their communities. For these reasons, academies and agencies should consider significantly increasing their curriculum and training hours involving Fourth Amendment concepts and principles.

Police Officer Fundamentals: Jeff Haefner is a youth basketball coach who authored an article in *breakthroughbasketball.com* titled, “Coaching Youth Basketball: Focusing on the Fundamentals”.

Haefner writes: *“The fundamentals of basketball are the foundation for every individual play, offensive or defensive strategy, and every move that your players make. The best players have perfected the basics of the game. Learning and mastering these basics make the rest of the game much easier! My number one recommendation when coaching youth basketball is to focus on the fundamentals!”*

Imagine a preacher who doesn’t know the fundamentals of their faith. Imagine a doctor who doesn’t know the fundamentals of medicine. Imagine a teacher who doesn’t know the fundamentals of teaching. Imagine an engineer who doesn’t know the fundamentals of mathematics. Imagine a police officer who doesn’t know the fundamentals of the Fourth Amendment.

I wouldn’t want to attend that church, walk into that clinic, send my child to that school, drive on that bridge, or live in that community.

It is crucial that officers be fully, competently, and consistently trained in these Fourth Amendment fundamentals. If they aren’t, an officer can quickly find themselves stepping into a legal minefield of “compounding defects.”

Officer-Induced Escalation and “Compounding Defects”: I’ll reference an article written by Andrew Morrison in *Construction Details* titled, “Why Your Foundation is THE Most Important Part of Your House.” Morrison writes:

“Any mistakes you make in the foundation will only get worse as you go up. It’s known as “compounding defects” and it means that mistakes grow. Here’s an example: You notice that your slab foundation is ¾ inch out of square when you start framing. You figure, “Well, I can handle that. I’ll just adjust it in the framing.”

As you complete the framing, you get up to the roof and notice that the building is now 1” out of square and ¾” out of level. Bummer, but you figure you can capture it in the roof framing. By the time your metal roof shows up, the square panels don’t fit your out of square roof and you have “to make it work.”

In the end, everyone and your grandmother can see that the roof is out of square and the simple mistake in your foundation has ruined the look of the house. I’ve actually seen this happen to someone. It was a “simple” mistake and it just got worse and worse as he went up in the construction process.”

I believe the same principle applies to our profession. An officer who doesn’t possess a solid Fourth Amendment foundation throughout every step of a police-citizen contact will

ultimately commit compounding defects, a phenomenon I call **officer-induced escalation**.

A typical example of compounding defects looks something like this: An officer initiates a police-citizen contact with an unlawful stop and detention. This unlawful stop and detention combined with the unlawful demand for the citizen to identify themselves often escalates into an unlawful frisk. The officer continues to escalate by threatening or ultimately performing a false or retaliatory arrest. As the compounding defects continue, the contact may conclude with the officer applying some level of force. During this entire contact, it was the officer who escalated the situation, not the citizen.

Through every step of the above example, the citizen's Fourth Amendment rights were violated. Unfortunately, the officer who was responsible for needlessly escalating the contact and violating the citizens' rights likely believed they were performing their duty properly and lawfully.

Officers who attend my training, regardless of rank or years of service, often fare poorly on pre-training knowledge assessments I provide at the beginning of each training topic. These assessments cover the fundamentals of Terry stops, Terry frisks, arrest, and use of force. The results of these assessments provide evidence that too many officers simply do not demonstrate a level of competency in Fourth Amendment fundamentals in these four areas. I realize that this conclusion may sound harsh, but it's just a matter of fact. This conclusion provides an explanation into why we see officer-induced escalation occur in many police-citizen contacts.

Gordon Graham's "Predictable is Preventable": Gordon Graham's philosophy *predictable is preventable* is extremely relevant today. If we can *predict* the causes of officer-induced escalation, we can develop training strategies and solutions to *prevent* it from occurring. This is the model employed by risk management. It is my educated opinion that if "predictable is preventable" works to reduce liability, then it is a great model for law enforcement to emulate.

The three highest Fourth Amendment liability areas for law enforcement include unlawful stops and detentions, false arrests, and unreasonable applications of force.

Understanding the dynamics between these categories allows us an even greater ability to prevent their occurrence.

Since so many cases of officer-induced escalation are initiated with an unlawful stop and detention, our initial efforts at preventing officer-induced escalation should begin there.

The category of Terry stops is *far* more involved than most officers realize, and I'm afraid many academies and agencies fall short of covering Terry stops to the degree it deserves.

De-Escalation Training - One Size Does Not Fit All: Approximately four years ago, I began earnestly researching Fourth Amendment violations committed by officers. What I discovered was troubling. While well-intentioned, many of the task forces, committees, and presidential councils assembled to investigate the issues surrounding the law enforcement profession continued to miss the mark when developing their recommendations for law enforcement training.

Over and over again the recommendations proffered by these committees and task forces centered almost entirely on the merits of de-escalation training, often to the exclusion of other viable training remedies.

In support of my assertion that de-escalation training is relied upon unrealistically are two passages from "The Deafening Demand for De-escalation Training: A Systematic Review and Call for Evidence in Police Use of Force Reform":

"With the possible exception of implicit bias training, no other training is more often demanded by policy makers, politicians, police executives, academics, civil rights activists, and citizens than de-escalation training for police."

"De-escalation training also received a hefty endorsement from the President's Task Force on 21st Century Policing when it was identified as the only action

item related specifically to police use of force.”

As long as decision-makers remain focused on de-escalation training as the solution to the existing problems, our profession will continue to sink in the quicksand of officer-induced escalation.

Does this mean that our profession shouldn't provide de-escalation training? Of course not. Every officer should be provided with de-escalation training. De-escalation training teaches officers to slow down, create space, and use communication techniques to defuse highly emotional and/or potentially dangerous situations. It equips officers with strategies to more calmly deal with people who are experiencing mental and emotional crises. De-escalation training is an incredibly good thing, but it is not purposed to reduce officer-induced escalation.

Limiting Officer-Induced Escalation through Procedural Justice: How serious is officer-induced escalation? It is serious enough for me to label it the number one cause of lawsuits, terminations, and lack of trust and respect from the community. It's also serious enough for me to use the results of my research to design an IADLEST nationally-certified course titled *Confident Non-Escalation: This is Where De-Escalation Training Begins*.

Moreover, my non-escalation training aligns with a concept currently being prioritized by the U.S. Department of Justice. This concept is known as “procedural justice.”

The term procedural justice is growing in popularity. The United States Department of Justice, COPS office, writes:

“Procedural justice focuses on the way police and other legal authorities interact with the public and how the characteristics of those interactions shape the public's views of the police.”

Procedural justice: Advancing Police Legitimacy. Procedural justice is a general term referring to the way in which police officers exercise their

authority. Its importance develops out of the many studies suggesting that people react to legal authority primarily by judging how fairly officers exercise their authority.

Additionally, “Many people can still come away with a favorable opinion of police even if the contact wasn't in their favor, as long as they were treated fairly, and their rights weren't violated.”

Officer-Induced Escalation and Its Negative Impacts on Our Profession: Consider the following seven real-life examples of officer-induced escalation. Ask vehicle passenger Johnny Wheatcroft how useful Glendale, Arizona Officer Matt Schneider's de-escalation training was after Schneider tased Wheatcroft 11 times, including tasing his testicles. Schneider quickly escalated his contact with Wheatcroft when he unlawfully attempted to force Wheatcroft to identify himself during a traffic stop for an alleged turn signal violation committed by the driver of the car Wheatcroft was a passenger in. Officer Schneider is no longer working as a police officer.

Perhaps we should travel to Boulder, Colorado, and visit with university student Zayd Atkinson, who was innocently picking up trash outside his apartment complex when Officer John Smyly unlawfully detained him to conduct a phantom trespassing investigation before threatening him with an unlawful arrest. Within minutes, Officer Smyly dangerously escalated the contact with Atkinson by drawing his Taser followed by his gun and threatening to shoot Mr. Atkinson. This case of officer-induced escalation cost the city of Boulder, CO \$125,000, and Officer Smyly is no longer employed as a police officer.

Antonio Martinez, a 21-year-old man with Down's Syndrome, won a million-dollar judgment against Deputy Sheriff Jeffrey Guy and 20 other unnamed defendants. Deputy Guy escalated what should have been a consensual contact by illegally detaining, pepper spraying, and arresting Martinez for “interfering with a police officer.” Guy stated he took this action

when he saw Martinez pull his hoodie up over his head after he walked by.

Bakersfield, California, police officers stopped a vehicle for air fresheners hanging off a car's rear-view mirror. Vehicle passenger Robert Mitchell was asked for his identification. When Mitchell refused to answer the officer's questions or present identification, he was arrested and taken to the Kern County Central Receiving Facility where he was jailed. The City of Bakersfield settled this case of officer-induced escalation for \$60,000.

Springfield, Florida, police officer Ronnie Nelson was recently arrested on several charges after he unlawfully detained a middle-aged, autistic, African-American man known locally as Sunny. Nelson escalated the contact and eventually tased the innocent man, taking him violently to the sidewalk and unlawfully arresting him on obstructing and resisting arrest charges. What had drawn Officer Nelson's attention to Sunny? He spotted Sunny walking home on the sidewalk a little after midnight and decided to "check him out."

In Baton Rouge, Louisiana, a First Amendment Auditor was lawfully taking pictures while standing in a public area when he was confronted by a detective from the local police department. Almost immediately, the detective escalated the contact by unlawfully detaining the photographer and conducting an illegal frisk before continuing to escalate the contact by threatening an unlawful arrest. Even more interesting is the fact that just a few feet away stood an FBI agent who allowed these civil rights violations to occur.

Clayton County, Georgia, deputies lost their jobs in this next example of officer-induced escalation. A stop of a Lyft driver for an issue with his taillight resulted in a Clayton County Deputy asking a backseat passenger for his identification. When the backseat passenger did not comply, deputies escalated the contact by dragging the man to the ground and beating him nearly unconscious.

YouTube offers an endless array of videos where officers embarrass our profession by

fumbling their way through various police-citizen contacts. When I analyzed these contacts, a noticeably clear pattern emerged. The majority of officers initiated the citizen contact by conducting an unlawful stop and detention. Compounding defects, as predicted, resulted as the officers escalated the situation.

Amazingly, the officers in each of these real-life examples most likely believed they had the lawful authority to do what they did. The right kind of training could have prevented each of these incidents of officer-induced escalation.

Preventing Officer-Induced Escalation: When one examines the six most common reasons officers are sued, they will discover that the first *five* involve Fourth Amendment violations. This is why officers must receive specific, dedicated, timely, applicable, definitive, and consistent training in non-escalation, procedural justice, and the application of their lawful Fourth Amendment authority.

Confident non-escalation training thoroughly covers the fundamentals of Terry stops, Terry frisks, arrest, and use of force. Training officers to know and confidently apply their lawful Fourth Amendment authority throughout every step of a police-citizen contact can significantly reduce lawsuits, lost careers, and community unrest. Also, an officer's ability to gain voluntary compliance can improve dramatically. Agencies that truly wish to reduce the chances of their officers being sued and develop higher levels of trust with their community would be ahead of the game by providing officers with *both* non-escalation and de-escalation training.

In closing, no training system is perfect. However, it's time academies and agencies diligently seek non-escalation training that can prevent and defeat officer-induced escalation.



Don **McCrea** is a law enforcement veteran of over thirty-five years. He served nine of those years as a Special Assistant Attorney General and top-rated academy instructor for the South Dakota Division of Criminal

Investigation, Law Enforcement Training Section. While in

that position, Don specialized in scenario-based skills evaluations, development of basic and advanced law enforcement curricula, the use of adult learning strategies, and was a subject matter expert in use of force and search & seizure.

For over twenty years, Don instructed defensive tactics. He is currently a firearms instructor, MILO simulator use of force evaluator, and national expert witness in search & seizure and use of force.

Don is an accomplished author of several law enforcement training books including *Simplifying Search and Seizure for Law Enforcement*, *Simplifying Use of Force for Law Enforcement*, and a *Search and Seizure Pocket Guide*. He is a nationally and internationally certified instructor through the International Association of the Directors of Law Enforcement Standards and Training (IADLEST). He holds a bachelor's degree in the biological sciences and a master's degree in criminal justice, graduating Summa Cum Laude.

Don's third and most recent IADLEST nationally certified course is titled "*Confident Non-Escalation: This is Where De-Escalation Training Begins*".

In his current position, Don serves as Academic Program Coordinator and Lead Instructor for a four-year university law enforcement program. He is founder and president of Premier Police Training, a national law enforcement training company, and still serves his community as a part-time Deputy Sheriff.

Don can be contacted through PremierPoliceTraining.com or reached by email at don@premierpolicetraining.com

**EXECUTIVE COMMITTEE
MEETING MINUTES
Thursday, August 6, 2020
Via Zoom Conference and Teleconference**

CALL TO ORDER: President Kim Vickers (TX) called the meeting to order at 11:03 AM Eastern Standard Time on Thursday, August 6, 2020.

ROLL CALL: The roll of attendees was called by Secretary Pederson (WI). There were 13 Executive Committee members present:

- President Kim Vickers (TX)
- First Vice-President Brian Grisham (TN)
- Second Vice-President Erik "Bo" Bourgerie (CO)
- Immediate Past-President Dan Zivkovich (MA)

- Treasurer Jesus "Eddie" Campa (OK)
- Secretary Stephanie Pederson (WI)
- Northeast Region Representative Michael Wood (NY)
- Central Region Representative Amanda Yarbrough (AR)
- Southern Region Representative Steven Combs (NC)
- Midwest Region Representative Chuck Gerhart (OK)
- Western Region Representative Perry Johnson (MT)
- International Region Representative Gary Bullard (ICITAP)
- Federal Partner Representative (Non-Voting) Charles "Skeet" Brewer (FLETC)

Committee members absent: Second Immediate Past-President Vacant

There was a quorum to conduct business.

IADLEST Staff:

Executive Director – Mike Becar
Director of Operations – Yvonne Pfeifer

INTRODUCTION OF OTHER MEMBERS ONLINE (Kim Vickers (TX)):

Ari Vidali – Founder & CEO, Envisage

ADDITIONS TO AGENDA: President Vickers asked if there were any additions to the agenda. Executive Director Becar would like to discuss an International Association of Chiefs of Police (IACP) initiative on Women in Law Enforcement.

- **National Decertification Index (NDI) Proposal** (Ari Vidali, Envisage)

Mr. Vidali presented the following proposal to support the National Decertification Index (NDI).

The NDI has been limited because agencies (approximately 18,000) are largely unaware of its existence, and IADLEST has not had

the resources to educate police leaders on a National scale. Envisage Technologies is proposing to invest approximately \$100,000 on public relations, media, and in-kind services towards marketing the NDI. They have contracted with a public relations firm to help increase market recognition and will leverage it to drive awareness of the NDI amongst hiring departments nationwide.

The goals for this joint project with IADLEST would include:

- Increase awareness of the NDI:
 - Use current momentum of media to further the discussion of why NDI is so important
 - Keep NDI under the purview of IADLEST and out of federal control to ensure broad adoption by states
 - Increase federal support for the NDI under IADLEST and encourage BJA and the COPS office to reauthorize funds for it
- Create a new landing page for the NDI to be used as a digital brochure
 - Long-term, provide real-time analytics of reports and queries to NDI
- Increase functionality and adoption of the NDI
 - Full 50-state and D.C. adoption of the NDI as well as Federal Agencies
 - Increase data entry of decertification for cause
 - Increase use of query during the hiring process
- Complete technology refresh of NDI with funding support for federal investments
 - Migrate to AWS GovCloud
 - Modernize user interface and add new features.
 - Increase analytics and data capture
 - Increase data requirements to include action, reason, and comments
 - Expand to include involuntary termination for cause

Envisage will expect to spend approximately \$100,000 in public relations, media, and services to accomplish the following:

- Article placement in key publications
 - \$8,000/month for full page ads and articles in Politico Magazine to reach key legislative personnel
 - \$10,000 for professional writers and graphics design
- Increase awareness of NDI throughout the approximately 18,000 hiring agencies across the United States
 - \$50,000 to create and publish a mailer and email campaign to every hiring agency across the country to provide them information on how to access the NDI, either individually or how to get access through their POST organization
- Create a new NDI landing page
 - Create an NDI landing page similar to the NCP landing page that would serve as the digital brochure for the NDI
 - Provide details about NDI, how to get access, provide some real-time analytics of usage (reports, queries, etc.).
- Produce and host a webinar targeting government leaders (governors, mayors, legislature) and policing leaders, spotlighting IADLEST and the importance of NDI
 - IADLEST members to talk about NDI and the work being done by IADLEST to support reform
 - Roger Goldman to give perspective on decertification processes
 - The webinar will be recorded and be available for evergreen content
- IADLEST / Envisage joint articles framed for trade publications and mainstream news
 - Proactively send summary to reporters and impress upon them the importance of the NDI and why they

should be reporting on it with hopes of gaining invitations to speak across major news organizations

Envisage asked IADLEST for the following in return for their major investment of time and funds:

- IADLEST continues to endorse Envisage Technologies as the premier technology partner and Acadis as the Gold Star Standards Solution for LMS, training management, POST automation/compliance solution and especially consistency referencing that Envisage develop and host the NDI software.
- The addition of a powered by Envisage logo (with link back to a specific Envisage page) to be placed on the NDI landing page.
- Description of Envisage's role in the NDI on the landing page.
- Joint press releases about the NDI with mentions of both IADLEST and Envisage.
- Authorize Envisage to develop an API allowing Acadis users with proper IADLEST permissions to check the NDI with a push of a button during their hiring/pre-screening process.

President Vickers asked for a motion to go into an Executive Session. There was a **MOTION** by Eddie Campa (OK) and a **SECOND** by Erik "Bo" Bourgerie (CO) to move into an Executive Session. The **MOTION CARRIED.**

President Vickers asked for a motion to move out of the Executive Session. There was a **MOTION** by Mike Wood (NY) and a **SECOND** by Erik "Bo" Bourgerie (CO) to move out of the Executive Session. The **MOTION CARRIED.**

Summary Outcome of the Executive Session: The Executive Committee had a few questions they would like Executive Director Becar and President Vickers to ask Ari Vidali before they would entertain a vote. Executive Director Becar and

President Vickers said they would contact Ari Vidali with those questions and get back to the Executive Committee with those answers.

- **Agency Policy Accreditation** (Mike Becar): Executive Director Becar explained that IADLEST received a \$600,000 grant from the U.S. DOJ to award to state accreditation organizations. IADLEST intends to award 25 mini grants worth \$10,000 each to state accreditation organizations.

There are currently 34 states with accreditation programs and 16 without. IADLEST will issue mini grants to assist states with accreditation programs as well as help those states without programs to develop an accreditation program.

Mark Damitio will be contacting all the heads of the accreditation organizations in each state once IADLEST is ready to provide the mini grants. Each state will have to apply for the grant and explain how they will use the money. It can help pay for everything from software to help conduct the accreditation assessments, money to help update standards, help offset costs for smaller agencies with the accreditation fees, training more assessors, etc.

- **IACP Initiative on Women in Law Enforcement** (Mike Becar): Executive Director Becar told the Executive Committee about the IACP initiative on Women in Law Enforcement. The IACP has been looking at the recruitment, retention, and leadership of women in law enforcement. Women make up about 12% of law enforcement. The IACP is wondering why that number is so low and wondering why women keep dropping out of law enforcement academies. Executive Director Becar wonders if a survey was sent to state POSTs or academies if they could provide some insight.

The Executive Committee members stated that they do not know if the academies in their state specifically track that information. However, if a survey was created, they

would share that with their academies and ask them to indicate the reasons why women leave the academy. The survey results could help the IACP figure out if there are specific reasons women leave the academy or if something can be done to increase the number of women who enter law enforcement.

- **Preferred Dates for Next Meeting** (Mike Becar): Executive Director Becar asked the Executive Committee about their availability to attend the October meeting that happens in conjunction with IACP. Most Executive Committee members stated that their state would not let them travel out of state until the COVID-19 pandemic was over. Executive Director Becar said that he would send out a Doodle Poll to set a date for the October meeting and that it would be done virtually via a webinar.

ADJOURNMENT: Having no other business to conduct, President Vickers called for adjournment at 11:54 AM Eastern Standard Time. There was a **MOTION** by Eddie Campa (OK) and a **SECOND** by Stephanie Pederson (WI) to adjourn. The **MOTION CARRIED**.

Next Executive Committee Meeting will be via webinar in October. The actual date is TBD.

Addendum to the August 6, 2020 meeting.

On August 7, 2020, Executive Director Becar sent an email to the Executive Committee members with the answers to their questions regarding the NDI Marketing Proposal from Envisage. Executive Becar also asked the Executive Committee, on behalf of President Vickers (TX), to vote on the Envisage NDI Marketing Proposal. The motion was to accept the Envisage NDI Marketing Proposal; however, this vote was NOT unanimous. There were nine “yes” votes, one “no” vote, and one who abstained as advised by legal counsel.

**EXECUTIVE COMMITTEE
MEETING MINUTES
Thursday, August 17, 2020
Via Zoom Conference and Teleconference**

(Addendum to the August 6, 2020 Meeting)

The Executive Committee met again on August 17, 2020, via Zoom to discuss new information related to the Envisage National Decertification Index (NDI) proposal voted on via email on August 7, 2020.

CALL TO ORDER: President Kim Vickers (TX) called the meeting to order at 2:05 PM Eastern Standard Time on Monday, August 17, 2020.

ROLL CALL: The roll of attendees was called by Secretary Pederson (WI). There were 12 Executive Committee members present:

- President Kim Vickers (TX)
- First Vice-President Brian Grisham (TN)
- Second Vice-President Erik “Bo” Bourgerie (CO)
- Treasurer Jesus “Eddie” Campa (OK)
- Secretary Stephanie Pederson (WI)
- Northeast Region Representative Michael Wood (NY)
- Central Region Representative Amanda Yarbrough (AR)
- Southern Region Representative Steven Combs (NC)
- Midwest Region Representative Chuck Gerhart (OK)
- Western Region Representative Perry Johnson (MT)
- International Region Representative Gary Bullard (ICITAP)
- Federal Partner Representative (Non-Voting) Charles “Skeet” Brewer (FLETC)

Committee members absent: Immediate Past-President Dan Zivkovich (MA)
Second Immediate Past-President Vacant

There was a quorum to conduct business.

IADLEST Staff: Executive Director – Mike Becar;
Director of Operations – Yvonne Pfeifer

COPS OFFICE PROPOSAL (Kim Vickers [TX]); President Vickers (TX) and Executive Director Becar wanted to make the Executive Committee aware of new information regarding the National Decertification Index (NDI).

The day after the Executive Committee voted on the Envisage NDI proposal, Executive Director Becar received a phone call from Phil Keith, the Director of the Community Oriented Policing Services Office (COPS Office). Director Keith explained that President Trump asked Byung J. “BJay” Pak, the U.S. Attorney General for the Northern District of Georgia, to take the lead on creating a database for decertified peace officers. Director Keith told Executive Director Becar that he explained to AG Pak that IADLEST already had the NDI in place and that it could be used as the National database President Trump would like created.

Director Keith held a conference call with AG Pak, Executive Director Becar, and Brian Grisham (TN) to discuss the NDI further. During the call, Executive Director Becar explained the history of the NDI, explained its capabilities, explained how it works, and answered all of AG Pak’s questions. AG Pak then asked how much it would cost for IADLEST to maintain the database, upgrade it to make it more secure, add more fields, and market it to agencies across the United States. Executive Director Becar gave AG Pak a ballpark number. AG Pak liked the idea of IADLEST maintaining the NDI over a vendor or the federal government and he also liked the idea that it is a pointer system and not a database.

Thirty minutes before this meeting, Executive Director Becar received an email from Director Keith with a list of issues and ideas the Department of Justice (DOJ) would like to discuss regarding the NDI. Executive Director Becar reviewed those issues and ideas with the Executive Committee, issues such as formalizing policies and procedures regarding NDI in writing and ways they want to see the NDI improved to meet the DOJ requirements.

Executive Director Becar suggested that a committee be created with IADLEST/NDI

representatives and DOJ members to help address these issues. The federal government still wants each state’s POST to be the organization that enters decertified officers into the NDI and also wants to promote NDI use by all agencies across the nation.

Considering this new information, Executive Director Becar wanted the Executive Committee to revisit their August 7, 2020 vote on the Envisage NDI proposal before that was finalized.

The Executive Committee had some questions for Executive Director Becar and discussed the new information provided by Director Keith and AG Pak. After the discussion, President Vickers asked the committee what they would like to do about the email vote on the Envisage NDI proposal.

President Vickers asked for a motion to reverse the original vote made by the Executive Committee on August 7, 2020 regarding the Envisage NDI proposal. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Amanda Yarbrough (AR) to reverse the original vote. The **MOTION CARRIED** with one member abstaining from the vote based on legal counsel’s advice.

President Vickers then asked for a new motion regarding the federal discussion and NDI. There was a **MOTION** by Mike Wood (NY) and a **SECOND** by Erik “Bo” Bourgerie (CO) to explore the option of partnering with the federal government to fund, improve, maintain, and market the NDI. The **MOTION CARRIED**.

Executive Director Becar (IADLEST), President Vickers (TX), Brian Grisham (TN), and Erik “Bo” Bourgerie (CO) will call Director Keith to explore the options with the federal government regarding upgrading and using the NDI as the National database and to discuss the issues and ideas raised by Director Keith.

ADJOURNMENT: Having no other business to conduct, President Vickers called for adjournment at 2:45 PM Eastern Standard Time. There was a **MOTION** by Stephanie Pederson (WI) and a **SECOND** by Eddie Campa (OK) to adjourn. The **MOTION CARRIED**

RETHINKING “SHOW ME YOUR HANDS!”

by: Von Kliem, Executive Editor, Force Science News

When the police give an order to “show me your hands,” they may inadvertently get the same movement from a compliant person as from someone trying to kill them, leaving virtually no time to identify or respond to the threat. Join Force Science’s Von Kliem as he invites readers to rethink “Show me your hands!”

Officers know that “hands kill” and that they should “watch the hands.” These well-founded concerns are what prompt demands for suspects to “show me your hands!”

The irony is that an order to “show me your hands” or “take your hands out of your pockets” may invite the same movement from a compliant suspect as it does from an assaultive one. Meaning, compliance can look like pre-assault behavior—and pre-assault behavior can look like compliance. Neither is good.

Unfair Fight: In deadly force encounters, we know that action beats reaction, and that police are at a disadvantage when trying to identify and respond to pre-attack cues. This is because it takes time to perceive a suspect’s movement, identify an object, interpret an action, decide on a response, and execute the response. While an officer is going through this “mental chronometry,” the suspect continues to take advantage of the officer’s delayed *or defeated* response.

We see this in our traffic stop study results, where officers were able to identify and react to an armed threat in less than .5 seconds but still took nearly two additional seconds to move, draw, and respond with aimed fire.ⁱ Compare this to “suspects” from our previous research that were able to pull a concealed weapon and fire in an average of .25 seconds—with *some firing at .15 seconds.*ⁱⁱ

To put these speeds into perspective, it takes about twice that long (.30 seconds) just for the brain to perceive and react to a visual stimulus. With these speed advantages, suspects could conceivably fire before the officer perceives any

movement and could continue to fire *ten or more* rounds before the officer can return fire. Edged-weapon attacks can be even faster, with research showing knife thrusts at speeds of .10 seconds!ⁱⁱⁱ

Stop. Don’t Move: To avoid these disastrous odds, officers learn to recognize and value threat cues and suspicious patterns of conduct. They give orders and prioritize tactics that take advantage of time and space to reduce a suspect’s ability, opportunity, and willingness to assault them. Simultaneously, they set conditions to help clarify a suspect’s intent, which will play a large part in judging the reasonableness of the officer’s response.

For those of you who analyze threats through the “intent, ability, means, and opportunity” framework, you’ll likely agree that intent can be the toughest to discern. Unless a suspect expressly threatens an officer, officers are forced to look to the suspect’s behavior and their willingness to comply with lawful orders to find evidence of their intent.

The challenge then is to give orders that create and maintain a tactical advantage while simultaneously creating opportunities to assess compliance. Simply put, it is more reasonable to infer a threat from a person’s movement if you’ve told them not to move.

On the other hand, directing a person to show you their hands is inviting movement that strips you of a valuable threat cue. It can risk accelerating an armed confrontation before you’ve established a tactical advantage and, if they intend to assault you, leaves you virtually no time to identify or respond to the threat.

Compliance or Imminent Threat? The difficulty in assessing intent is not limited to cases of concealed weapons. After shooting an armed suspect who had recently shot at the police, officers held the severely injured suspect at gunpoint. With the gun still visible in the suspect’s hand, one officer ordered the suspect not to move, while a second officer ordered the suspect to “Show me your hands!”

When the suspect moved his hand (still holding the gun), the second officer shot at him. Unfortunately, after the officer's order to "Show me your hands," it was no longer clear whether the suspect's movement was evidence of an imminent threat or a desperate attempt to comply. In either case, the cross-examination seems obvious: "You told him to move. He moved. You shot him."

Lessons Learned: "Show me your hands" orders will always be an option for officers seeking to confirm or alleviate their safety concerns. The goal is to ensure these orders result from deliberate tactical decisions and haven't become the product of thoughtless habits.

Selective attention and auditory exclusion remain legitimate concerns and can prevent the suspect and other officers from hearing or understanding directions. To mitigate these risks, training and team tactics should include clear commands that secure the suspect's attention, avoid contradiction with other officers, and eliminate confusion.

Most importantly, any decision to issue "Show me your hands" orders must consider how speed and the inability to distinguish compliance from pre-assault behavior impacts officer safety. A quick search of the internet will yield a disturbing number of videos to help make this point.^{iv}



i Lewinski et al. (2012). The influence of officer positioning on movement during a threatening traffic stop scenario. Law Enforcement Executive Forum.

ii Lewinski, B. (2000, November/December). Why is the suspect shot in the back?

The Police Marksman.

iii Id.

iv See the attempted murder of Estill, South Carolina Police Officer Quincy Smith (2016).

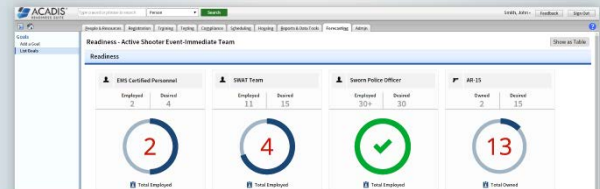
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Provider	Course Description	Expiration Date
	<p>PoliceOne Academy Campus Based Training: Clery Act Catalog Link Class: External Length: 2 hours **To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.**</p> <p>The Crime Awareness and Campus Security Act of 1990 was enacted to require all post-secondary institutions participating in the Higher Education Act of 1965 (HEA) Title IV student financial assistance programs to disclose campus crime statistics and security information. It was renamed the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act in 1998 and is now generally known as the Clery Act. In this course, learners will review updates to the law in order to better serve post-secondary students and their families.</p>	12/27/2022
	<p>PoliceOne Academy Distracted While Driving Catalog Link Class: External Length: 2 hours **To access the course, you will need to log in to PoliceOne Academy.</p>	12/27/2022

If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.**

According to the National Center for Statistics and Analysis, every day nine people die and over 1,000 are involved in a car accident as a result of distracted driving. No matter how long you have had your license, how good of a driver you are, or how safe the roads are, we are all susceptible to driving while distracted. This course will cover the different types of distracted driving, how to avoid each type, as well as evaluate examples of distracted driving in order to focus on how to improve your safety on the road.



PoliceOne Academy

12/27/2022

Presenting Effective Testimony in a Courtroom

[Catalog Link](#)

Class: External Length: 1 hours

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

The crime report has been written. The District Attorney Office has pressed charges. Now it is time to complete the final and critical step, testify in court. This course covers the basic strategies an officer can deploy to improve their performance in the courtroom.



TacMobility: Controlling the Mind and the Machine

12/23/2022

TacMobility: controlling the Mind + the Machine

[Catalog Link](#)

Class: Classroom Length: 4 hours

This course is intended to provide law enforcement officers with a base knowledge and understanding of how cumulative stress and trauma exposure impact our physical and emotional experiences. The course consists of practical, proactive, and effective training techniques that promote stress recovery. Supporting the mental and physical health of officers ultimately creates space for increased positive community engagement.



PoliceOne Academy
Courtroom Testimony in Civil Matters
(Litigation)
[Catalog Link](#)

12/16/2022

Class: External Length: 2 hours
As soon as you step through the courtroom doors, you know you will no longer be in control. You enter the courtroom, and all eyes are on you. This isn't your first time in court, but it's your first time as a defendant in a civil case. You take a deep breath and feel your suit jacket tighten against your chest. You know this case relies on your testimony. You take another deep breath, clear your thoughts, and take the stand. Testifying in a civil trial can be stressful for both new and experienced officers. In this course, we'll help officers successfully prepare for civil litigation and expose some tactics and strategies trial attorneys use to undermine even the most honest and confident officers.



PoliceOne Academy
Developing Leadership
[Catalog Link](#)

12/16/2022

Class: External Length: 1 hour
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Leaders are at every level of an organization. Developing the necessary leadership skills is essential to the organization's success. This course will present leadership development planning, characteristics, styles, and opportunities to expand the learner's leadership talent.



PoliceOne Academy
Officer Wellness & Mental Health Awareness
[Catalog Link](#)

12/16/2022

Class: External Length: 2 hours
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Officer Well-Being and Mental Health Awareness training is essential to the safety and welfare of law enforcement personnel around the world. Peace officers are unique individuals with a commitment to serve and protect at the core of everything. A moral compass drives officers personally and professionally more so than any other occupation. This course aims to assist law enforcement personnel with the tools necessary to ensure the officer is prepared mentally and physically to endure the stress from the call of duty. This course will cover a holistic approach to officer well being and mental health awareness.



PoliceOne Academy

Sexual Harassment for Managers

[Catalog Link](#)

Class: External Length: 2 hours

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

12/16/2022

Sexual Harassment for Managers: Sexual harassment in the workplace can happen to anyone, male or female, regardless of sexual orientation. While sexual harassment may have been overlooked, ignored, or excused in the past, that is no longer the case. In fact, sexual harassment is on everyone's mind these days. A majority, if not all companies have a zero-tolerance policy when it comes to sexual harassment. Improper behavior in the workplace may have significant consequences for those involved, for yourself as a manager, and your employer. For employees who are the victim of sexual harassment, this may create a hostile work environment which takes a toll on their career, their personal life, and their health. There are a number of preventive measures that can be employed as well as recommendations of what to do if you or one of your employees have been or are the victim of sexual harassment.



PoliceOne Academy
Suspects in Medical Distress
[Catalog Link](#)

12/16/2022

Class: External Length: 1 hour
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

This one-hour course will give the learner a better understanding of how to respond to and identify suspects in medical distress. Often, suspects may be in medical distress at the time of arrest. Suspects under medical distress should be treated much differently than ones who are not. This course helps you as the officer understand the difference.



PoliceOne Academy
Understanding and Responding to Excited Delirium Calls
[Catalog Link](#)

12/16/2022

Class: External Length: 1 hour
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Whether the mental upset is the result of a chemical intake, emotional despair, mental illness, or cognitive challenges, excited delirium calls often place officers at continuous risk by the unknown that each of these categories presents. Knowing how to deal with a volatile situation, such as excited delirium, reduces the risk associated with the incident for the officer as well as for the subject. With the overarching mission statement of "to protect and serve," we must continue to find tactically correct methods for dealing with observed irrational behavior.



PoliceOne Academy

Cultural Awareness and Diversity Overview

[Catalog Link](#)

Class: External Length: 1 hour

**To access the course, you will need to log in to PoliceOne Academy.

12/14/2022

If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.**

With the demographic makeup of the United States changing dramatically over the last 25 years, law enforcement, now more than ever, must possess the cultural competency to encourage positive communication and enhance productivity in the workplace. By taking this course, the learner will examine the factors that make up our individual cultures and the ways by which culture and law enforcement can merge.



PoliceOne Academy

Dispatcher: Stress Management

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

12/14/2022

Stress affects everyone, and stress can affect a person physically and mentally. A number of dispatchers can go through day after day, answering difficult calls for assistance and hearing the cries for help, without becoming overwhelmed or stressed. How is this possible? These dispatchers are not cold, emotionless, or have some special power. What sets them apart from their more stressed coworkers is that they have learned the skills to lower their stress, and they have established a positive balance between their work and their personal lives. Understanding what stress is, identifying it when it occurs, and knowing how to manage and lessen it will help promote a healthier you.



PoliceOne Academy

Implicit Bias

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

This one-hour course will discuss implicit bias regarding its definition, common ways that it may be revealed, as well as the different forms it may take. Additionally, this Implicit Bias course instructs the user on how to identify and overcome implicit bias.

12/14/2022



PoliceOne Academy

Interacting With the Mentally Ill As a First Responder

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

With the increased number of cases in the mental health population as well as greater mental instability within the general public, dealing with the mentally ill has become a common occurrence for first responders. Often lacking is a strong knowledge base and proper tools and techniques for how to handle and interact with these individuals safely and effectively. Proper identification and understanding of the major mental disorders are essential. Additionally, being able to identify the various classes of psychiatric medications and their uses will help the first responder in the identification of the type of mental illness as well as guide his or her interaction.

12/14/2022



PoliceOne Academy
Racial Profiling Part 1
[Catalog Link](#)

12/14/2022

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Racial profiling is the practice of using race or ethnicity as a basis for law enforcement investigative procedures. The purpose of this course is to highlight key issues surrounding race in law enforcement and to help law enforcement officers use this information in a meaningful and practical way. This course provides pertinent arguments regarding racial profiling that impacts the success of policing efforts and presents key distinctions between reasonable suspicion and racial profiling during field interviews and traffic stops. Best practices for law enforcement officers including tactical communication, traffic stop procedures, and self-analysis are provided for practical application. This course also highlights Supreme Court findings regarding racial profiling and key concepts relevant to race and ethnicity in the United States.



PoliceOne Academy
The LGBTQ Community
[Catalog Link](#)

12/14/2022

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

The lesbian, gay, bisexual, transgender, and questioning (LGBTQ) community is a diverse group of individuals who deserve to be treated with kindness, compassion, and respect. Understanding the terminology used in the LGBTQ community will reduce misunderstandings, confusion, and stereotypes while promoting knowledge and awareness for

the officer. In this course, there are many effective policies and procedures to help connect with the LGBTQ community along with recommendations you can use immediately.



PoliceOne Academy
Anti-Bias Training for Law Enforcement
[Catalog Link](#)

12/7/2022

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Anti-Bias Training For Law Enforcement: The face of America continues to evolve, and our nation's population is more diverse than ever before. People in cities, suburbs, and towns served by law enforcement are a rich tapestry of races, ethnicities, religions, and cultures. This diverse group of individuals deserves to be treated with kindness, compassion, and respect. Unfortunately, tragedies can result when there is an adversarial relationship or misunderstanding between law enforcement and the community. Recognizing the diversity and types of bias when serving the community will reduce misunderstandings, confusion, and stereotypes while promoting knowledge and awareness for the officer. In this one-hour course, we will explore many effective strategies to help you to connect with the community along with recommendations you can use immediately.



PoliceOne Academy
Building Financial Strength in First Responder Families
[Catalog Link](#)

12/7/2022

Class: External Length: 3 hours

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

You have a great career as a first responder, and you are making good money. How do you ensure you can retire with what you need? Many of us do not know the answer to that

question. We often plan our budgets and spending, but how many first responder personnel sit down and plan for retirement? It is imperative to start planning for retirement early in your career. This course will provide a basic understanding of financial tools and requirements so that you can achieve economic health. Having a plan is critical to help reduce stress, alleviate ethical issues, maintain security clearances, and stop living paycheck to paycheck.



PoliceOne Academy
Child Abuse and Neglect
[Catalog Link](#)

12/7/2022

Class: External Length: 2 hours
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

This course is designed to help officers understand the child abuse problem and factors that increase the risk of abuse. The intent of this course is to provide officers who respond to this type of crime with information that will ensure consistency in handling child abuse cases. In addition, the course is designed to help law enforcement understand the importance of developing procedures and protocols and ways to work with other professionals to ensure the needs of the children are met.



PoliceOne Academy
Employee Recognition
[Catalog Link](#)

12/7/2022

Class: External Length: 1 hour
To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Employee recognition is a communication device that reinforces and rewards the most important outcomes for an organization. As an employer, you will explore how to effectively design recognition programs, deliver genuine recognition, and establish win-win

relationships with your employees.



PoliceOne Academy
Hate Crimes Training for Law Enforcement
[Catalog Link](#)

12/7/2022

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

Hate/bias crimes seriously threaten our democratic society, which is built on the strength of its diversity. These crimes represent a particularly heinous form of physical and/or verbal violence, in which thousands of Americans are victimized each year because of their skin color, ethnicity, religion, gender, or sexual orientation. This course gives an overview of hate crimes based on recent statistics from the FBI.



PoliceOne Academy
Human Trafficking, Part 1
[Catalog Link](#)

11/30/2022

Class: External Length: 2 hours

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

A number of organizations, including the Department of Defense, have characterized human trafficking as the world's fastest growing crime. In order to stem the rise of this heinous crime, law enforcement must have a comprehensive knowledge of history and forms of human trafficking, including its own set of terms, the relationships that exist between traffickers and victims, and how to investigate human trafficking cases. In Part 1 of a two-part course, this two-hour course focuses on human trafficking from a global perspective.



PoliceOne Academy

Ambush Awareness and Preparation

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

There will be times in your career that you will find yourself in a situation that your instincts will scream, "Watch out for an ambush." While it is challenging to prepare for every situation or environment, there are precautionary steps and tactics officers can take that will give them the most favorable outcome possible. This course is designed to educate officers on the threat ambushes present and create awareness of this critical issue. It provides a detailed overview and offers comprehensive case studies and analyses of incidents. The case studies will provide information on how the ambush occurred and what steps could have been taken to prevent a deadly outcome.



PoliceOne Academy

Anti-Harassment in the Workplace

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

Harassment in the workplace is a serious issue that requires a thorough understanding to promote awareness and ultimately prevention. It can happen to anyone, male or female, regardless of race, religion, age, or sexual orientation. Improper behavior in the workplace may have significant consequences for those involved, for yourself as an employee, and your employer. For employees who are the victim of harassment, this may create a hostile work environment which takes a toll on their career, their personal life, and their health. Recognizing the various types of harassment will help you to identify potential

warning signs and take the necessary steps to report harassment. There are a number of preventive measures that can be employed as well as recommendations on how to create a more inclusive and accepting workplace culture.



PoliceOne Academy

Emotional Intelligence for Leaders

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

There are many traits and characteristics of a good leader, but recent research has discovered the impact emotional intelligence plays in a leader's success. This course will instruct and provide leaders with techniques to grow and develop in their emotional intelligence.



PoliceOne Academy

Ethics in Law Enforcement

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

This one-hour Ethical and Effective Policing online course is intended to serve as a guide to stress the importance of ethics training, ethical leadership, and how each leadership decision in a police department has an impact.



PoliceOne Academy

Generational Differences

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

Generational differences influence nearly

every facet of your organization, from hiring and recruiting, dealing with change, training, retaining employees, and communication. How can your organization better understand these differences and use these generational differences in a beneficial way? In this course, learners will examine the four most prominent generational workers, their core values, and how these come into play in the workplace.



PoliceOne Academy

Law Enforcement and the Family Dynamic

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com

This one hour course provides valuable tools to cope with any emotional situation for the Police Officer when it comes to the family dynamic. This course explores on how to transform your communications through understanding personality traits, relationships using the DISC model, your love languages, and the language of apology. These lessons are a catalyst to transform all parts of your life!

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PoliceOne Academy

Litigation Procedures

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com

Law enforcement and corrections officers play important roles in the legal and judicial process. When laws have been broken, police are responsible for apprehending the alleged perpetrator; and corrections officers are responsible for securing them safely so that they can be tried for the crimes which they have allegedly committed. For those

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individuals found guilty of a crime, corrections officers will also be responsible for them for the period of time they are incarcerated as inmates. These are both significant roles to be sure, but there are other components to the legal and judicial process of which both law enforcement and corrections personnel need to be aware.



PoliceOne Academy

Opioid Crisis: Protecting Our First Responders

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

The increased availability of synthetic opioids coupled with the heroin epidemic has not only led to a significant increase in overdoses and deaths, but is also an increased risk to first responders who must come into contact with these substances during the course of their duties. Exposure to small amounts, the size of a grain of sand, can lead to respiratory depression and even death. Proper identification and knowledge of the various opioids, signs and symptoms of exposure, and immediate life-saving measures to be employed in the event of exposure are critical to saving the life of your life or others. Additionally, the likelihood of first responder exposure requires the implementation of universal precautions including but not limited to personal protective equipment (PPE), Narcan training, and specific procedures for testing of suspected substances.



PoliceOne Academy

Recognizing and Responding to Domestic Violence

[Catalog Link](#)

Class: External Length: 2 hours

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

Domestic disputes are some of the most common calls for police service. Domestic violence is a serious issue, and it is one in which we all need to be aware of. Domestic violence calls can be quite challenging for police as they are likely to observe repetitive abuse against the same victims, who may not be able to or may not want to separate from his or her abusers. Recognizing the signs and symptoms of domestic violence will help you to identify potential warning signs, increase your knowledge base, provide you with an understanding of the challenges these persons face, and allow you to actively address the needs of your community. Through this knowledge and understanding, you will gain the confidence to provide assistance to those who are in abusive situations. There are a number of preventive measures that can be employed and there are many resources available to get these individuals the help they so desperately need.



PoliceOne Academy
School Resource Officers
[Catalog Link](#)

11/30/2022

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

The popular perception of law enforcement is that officers spend their days nabbing the bad guys and protecting their communities from perils ranging anywhere from parking violators to international terrorists. One important way that law enforcement officers can reach out to the community at large is by partnering with local school districts and selecting specific officers to serve as school resource officers (SROs).

In this course, you will learn the ways that a school resource officer can assist in a school as an educator and advisor. Additionally, this course will cover the security and law enforcement responsibilities of school resource officers. You will also learn how community-oriented policing can result in effective law

enforcement.



PoliceOne Academy

Sexual Harassment in the Workplace

[Catalog Link](#)

Class: External Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

Sexual harassment in the workplace can happen to anyone, male or female, regardless of sexual orientation. While sexual harassment may have been overlooked, ignored, or excused in the past, that is no longer the case. In fact, sexual harassment is on everyone's mind these days. A majority, if not all companies, have a zero-tolerance policy when it comes to sexual harassment. Improper behavior in the workplace may have significant consequences both for yourself & your employer. If you are a victim of sexual harassment, this may create a hostile work environment which takes a toll on your career, your personal life, and also your health. Recognizing what sexual harassment is, both the subtle cues as well as the overt advances, will help you to identify potential warning signs and take the necessary steps to report sexual harassment. There are a number of preventive measures that can be employed as well as recommendations of what to do if you have been or are the victim of sexual harassment.



PoliceOne Academy

Shaping an Ethical Workplace Culture

[Catalog Link](#)

Class: Online Length: 1 hour

To access the course, you will need to log in to PoliceOne Academy. If you do not have a membership, you will need to sign up for an individual or a department membership on policeoneacademy.com.

11/30/2022

Workers create an organization's culture of credibility, integrity, and excellence. When a group of employees honors an environment of ethical principles and foundation, the

organization benefits from the culture. The instructional goal of Ethics in the Workplace is to highlight the importance of ethical behavior choice, examine ethical decision-making, and discover consequences of individual ethical attitudes on the organization as a whole.



VirTra
TASER Targeting
[Catalog Link](#)

10/9/2022

Class: Classroom Length: 2 hours
This Targeting course focuses on emphasis of proper targeting as directed by TASER on the use of the X26, X26P and X2 system. It is conducted in a Simulated Event Training (SET) format within the VirTra simulator.



IADLEST - TxDOT
Advancing the DDACTS Analytical Toolset – Level II
[Catalog Link](#)

10/8/2022

Class: Classroom Length: 14 hours
This is a two-day intermediate level hands-on course for individuals who have already taken, and made use of the material in the Level I (Basic) “Crime and Traffic Analysis Course.” This course builds upon the skills and technologies introduced in that course to deepen and broaden the analyst’s skills and abilities.

The course is suitable for full time crime analysts or anyone designated as the de facto analyst for an agency including records personnel, detectives, and police officers, as long as those individuals have had at least a year of experience analyzing crime data on a regular basis. Students are expected to already know how to conduct basic queries on a crash or crime dataset, geocode that data, and identify hot spots in a GIS.



PoliceOne Academy
Application of the Fourth Amendment in Search and Seizure
[Catalog Link](#)

10/8/2022

Class: External Length: 2 hours
This two-hour online course provides the learner with the necessary training to understand the Fourth Amendment and how it relates to search and seizure.



IADLEST - TxDOT

10/8/2022

Crime and Traffic Safety Analysis: Techniques to Support DDACTS – Level I

[Catalog Link](#)

Class: Classroom Length: 14 hours

This is a two-day course for individuals assigned to analytical roles within agencies implementing, or seeking to implement, the Data-Driven Approaches to Crime and Traffic Safety (DDACTS) model. The course is intended to verse analysts in the techniques and technologies needed to support their agency’s use of DDACTS.



IADLEST - TxDOT

10/8/2022

Data Driven Decision Making for Chief Executives: Analysis to Drive Deployment

[Catalog Link](#)

Class: Classroom Length: 14 hours

This training is intended to build capacity and improve decision-making among ranks and disciplines, specific to the creation and utilization of actionable analysis. The intended outcomes of the training are the reduction in crimes, crashes and other social harms and the effective and efficient use of patrol, investigative and other available resources by the participants.



IADLEST - TxDOT

10/8/2022

DDACTS Strategic Agency Planning Session

[Catalog Link](#)

Class: Classroom Length: 8 hours

This workshop will teach participants how to effectively use data collection and analysis efforts to manage and effectively deploy strategic resources that will decrease crashes and crime.



PoliceOne Academy

10/2/2022

De-escalation and Reasonable Force

[Catalog Link](#)

Class: External Length: 2 hours

Officers who understand de-escalation can be more effective than those who don't. In this

course, learners will be taught to identify the elements and techniques of an effective de-escalation system and apply the system as a tool to de-escalate volatile situations. Learners will be better equipped mentally to make critical decisions under stress and reduce the likelihood that physical force will be necessary to resolve a situation.



National Emergency Number Association
Serving Equally – Removing Bias-based
Inequities from 9-1-1

10/2/2022

[Catalog Link](#)

Class: Classroom Length: 1 hour

This one-day course provides Telecommunicators with knowledge of the human factors that influence how they provide service. Call centers must provide equitable service to all members of the communities they serve regardless of their ethnicity, religion, location, or cultural identity. Humans have biases, and those biases influence human behaviors; this includes those who serve as 9-1-1 Telecommunicators in call centers. This course will provide 9-1-1 Telecommunicators with a greater understanding of biases, how they develop, their influence on behaviors, how they can gain an accurate awareness of their own biases, and how to apply a mitigation model to reduce the impact biases have on their actions.

In-Person: NENA Member \$199 | Non-member \$275 | Outright Purchase \$4,000

ILO: Member \$139 | Non-member \$199 | Outright Purchase \$2,800