



PEACE OFFICER TRAINING

University of Rochester
Department of Public Safety

OVERVIEW:

NYS Department of Criminal Justice Services (DCJS) guidelines mandate that 595 hours of academy training is required to become a sworn peace officer.

DCJS requires an additional 96 hours of firearms-specific training to become a sworn armed peace officer. This training includes: Firearms Safety, Weapon Retention and Proficiency, NYS Penal Law Article 35 (Use of Deadly Force), Reality Based Training (RBT) scenarios, and “Shoot, Don’t Shoot” situations. Armed peace officers must then recertify training with their handgun at the Academy twice per year (16 hours) Note, DCJS only mandates 8 hours, but DPS doubles the required training. Any officer found deficient in this training will not continue to be armed.

In addition to the above academy training, DPS and the PSRB require: Fair and Impartial Policing (6 hours), Integrated Approach to De-Escalation and Minimizing Use of Force (24 hours), Racial Diversity Training for Campus Police & Public Safety Officers (8 hours), Crisis Intervention Team Training (40 hours), and Culture Vision (4 hours). See course descriptions below.

COURSE DESCRIPTIONS ON ADDITIONAL TRAINING

FAIR AND IMPARTIAL POLICING:

This training includes three main modules. Each module has separate parts for recruits, officers, supervisors and command staff:

- Understanding Human Biases
- Impact of Biased Policing
- Skills for Fair and Impartial Policing

This training covers the differences in biases, explicit and implicit, along with stereotypes. Officers will realize that they, along with the citizens they interact with, have inherent biases. It provides officers with tools to assist them in recognizing and changing their negative biases. It stresses that each and every time officers interact with community members, it should be done with fairness, respect and dignity. This helps to achieve officer legitimacy within the community.

INTEGRATED APPROACH TO DE-ESCALATION AND MINIMIZING USE OF FORCE:

This training provides officers with the skills necessary to keep themselves safe as well as the persons with whom they are interacting with. It covers critical points such as maintaining distance, requesting assistance, maintaining a visual of the aggressor, verbal control, maintaining professionalism, identifying solutions and having the confidence in themselves to solve the problem. Officers are taught to look for physiological responses that a person will demonstrate prior to “fight or flight.” Examples of these responses consist of: body language, uncontrollable body movements, change in breathing, verbalization changes (verbal compression, hesitation,

repetition, etc.), eye contact and change in stance. The following points are covered within the training module:

- How “slowing the situation down” and getting a supervisor to the scene can reduce the chances of violence
- How Crisis Intervention Teams (CITs) and other partnerships with mental health officials can result in more effective handling of encounters with members of special populations
- Identifying “chronic consumers” of police resources and helping them to avoid crisis situations
- Special considerations in dealing with veterans in crisis
- Avoiding overreliance on weapons, such as batons and pepper gel, as opposed to hands-on tactics and verbal skills
- Training officers in “tactical disengagement”
- The importance of training for officers in these encounters and practicing strategies to de-escalate volatile situations
- Use-of-force continuums and other tools for discussing use-of-force options
- The negative impact on a public safety agency’s “legitimacy” that can occur from a “lawful but awful” event

RACIAL DIVERSITY TRAINING FOR CAMPUS POLICE & PUBLIC SAFETY OFFICERS:

This training reviews a number of prominent cases in which young black men died during confrontations with police throughout the U.S. combined with the impact of media coverage on public opinion as well as officers. The instructors examine lessons learned from the incidents and highlight the challenges posed by social media and the new “instant connectedness.” As part of a discussion of effective communication, the trainers also share the seven-step RESPECT method of communication recovery through which an officer “Recognizes” a breakdown in communication, “Explains” the original intent, “Solicits” and accepts feedback, “Paraphrases” a new understanding of the situation, “Engages” in dialogue to gain deeper understanding, “Closes” the dialogue and offers an apology, and says “Thanks.”

The presentation also addresses issues of officer safety, such as achieving voluntary compliance, understanding and dealing with disruptive or violent behavior, dealing effectively with community complaints in the field, and bystander intervention.

Topics covered include:

- The Racial Diversity Challenge on College Campuses/The Changing Faces of America
- Mass Media and the Perpetuation of Negative Stereotypes in our Society
- The Seven-Step “RECOVER” Method of Communication Recovery
- Reducing Complaints and Building TRUST
- Effective Communications & Customer Service in Higher Education

The training day concludes with a session that involves role-play scenarios and communications exercises.

CRISIS INTERVENTION TEAM (CIT):

CIT officers participate in 40 hours of specialized training, which was developed by mental health professionals and is endorsed by the National Alliance for Mental Illness (NAMI), family advocates, and mental health consumer groups. This training affords CIT officers the ability to confidently offer a more humane and calm approach to dealing with people suffering from mental illness. Topics covered are listed below:

- Indicators of Emotional Disturbances
- Mental Illness and Specific Mental Illnesses
- Self-Awareness for Law Enforcement
- Mental Health Court
- Information Gathering & Assessments
- HIPAA, Mental Hygiene Law, Liability
- High Risk Responses and Suicide by Cop
- Personality Disorders
- Veteran Awareness
- Blue Courage- Immortal Cop
- Communication and De-escalation
- Blue Courage- Positive Psychology in Law Enforcement
- Co-Occurring Disorders
- Police Suicide
- Disabilities
- Low Risk Responses and Resources
- LGBTQI & Safe Space
- Personal Stories
- University Counseling Center
- Basic Psychopharmacology
- Role Plays and Group Exercises

CULTURE VISION TRAINING:

This training is taught by John Cullen, Assistant Director, Susan B. Anthony Center URMC, Office for Inclusion and Culture Development Director of Diversity and Inclusion, CTSI with assistance from an instructor from the Department of Public Safety.

Topics covered are listed below:

- Understanding key concepts such as privilege, implicit bias, micro-aggressions, and allies
- Recognize how these concepts impact our interactions with coworkers, employees, students, patients, and visitors
- Identify strategies to build a culturally inclusive community
- Learn about the Culture Vision tool and ways to use it in your workplace

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