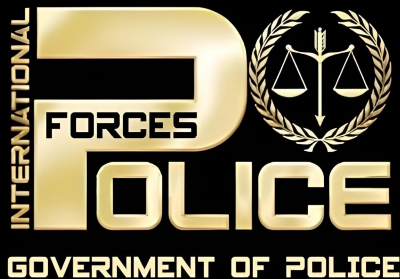




**HONOUR  
THE BADGE  
SERVE  
THE COMMUNITY**



**THE INTERNATIONAL CONGRESS  
OF POLICE & FIRST RESPONDERS**



**HARVEST CHRISTIANIC UNIVERSITY  
EDUCATIONAL PARTNERSHIP WITH  
UNITED INT POLICE UNIVERSITY IGO**

**"HCU" "UNIPOL"**

# **TRAINING PROGRAM**

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**POLICE AND  
COMMUNITY  
PEACEKEEPER**

# Introduction

The Police and Peacekeepers training program is developed by the partnership of Harvest Christianic University ("HCU") together with The United International Police University ("UNIPOL") is a highly structured organization whose operation is guided by law, policy, procedure, rules and regulations, and the Police and Peace Officer Code of Ethics.

Consistent with the partnership's Mission, the primary role of the Training Division is the operation of a Police Training Academy where, through the training of officers in law, ethics, fitness, and community service, the highest level of professional law enforcement performance is achieved. A basic police-training program is the foundation upon which the career of all officers begins.

The basic police-training program is guided by minimum requirements established by the Police & Peace Officer Standards and Training Commission, the governing agency of law enforcement training as a unified standard for training Police & Peace officers across the United States of America.

The Partnership's commitment to various communities in USA and taking various educational programs from various American states all together to form a unified program for basic training of Police & Peace officers

The primary demand from a Police & Peace officer is that only the highest caliber individual serve as a Police & Peace Officer. Be a man with virtues and standards and before placing your uniform and your badge , understand the burden of responsibility which you have by the trust which was vested in you upon your taking the oath of duty.

Under the guidance of a committed chain of command, the goal of building a professional team of officers is entrusted to the staff of the Police Training Academy ("IPOA") , the training campus of the Partnership.

The staff of the Academy provides the basic police training program to those candidates who have completed the rigorous application process. The basic training program is designed to challenge the trainee-both mentally and physically. The curriculum is developed with the goal of providing Nashville with the most qualified officers.

At the completion of the Academy, the training continues with a Field Training Program under the supervision of veteran officers who have volunteered to serve as Field Training Officers. At the completion of the training program, officers are produced who, through community service and technology, will provide Nashville with the best-qualified person to serve the city as police officers. The details herein describe the basic police-training program for latest session of the Metropolitan Police Training Academy.

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## Curriculum Summary

Block of Instruction	PPO Training Required Hours
Firearms	48
Emergency Medical Training	10
Patrol Procedures	120
Interpersonal Communications	25
Professional and Ethical Conduct	3
Physical Defense Tactics	48
Criminal and Constitutional Law and Procedures	50
Written Communications	10
Human Relations	30
Criminal Justice System	11
Law Enforcement Stress	9
Administration	68
Emergency Vehicle Operations	48
<b>TOTAL</b>	<b>+/- 480</b>

## **Firearms**

**Total: 102 Hours**

**(PPOT 48 Hours)**

**Firearms 80 Hours**

Law enforcement effectiveness depends upon community respect and confidence. Law enforcement effectiveness requires public trust and confidence. Diverse communities must have faith in the fairness and impartiality of their police. Adherence to the Law Enforcement Code of Ethics is essential to this role.

Police officers conduct their duties pursuant to a grant of limited authority from the community. Therefore, officers must understand the laws defining the scope of their enforcement powers. Police officers may only act in accordance with the powers granted to them and in accordance with policy and law.

Police officers must also maintain a level of personal and professional fitness. This includes not only the health and wellness to fulfill their assigned duties, but also encompasses professional fitness. Professional fitness includes maintaining proficiency with all assigned equipment, understanding and an ability to apply the law in a fair and just manner, working with an understanding of the diverse community in which they serve and strive everyday to improve their knowledge, skills and abilities to effectively and safely serve.

A police officer's ability to perform his or her duties is dependent upon the respect and confidence communities have for the officer and law enforcement officers in general. Police officers must conduct themselves in a manner consistent with the integrity and trustworthiness expected of them by the public. Police officers, as stewards of the community they serve, must always apply the principles of community service. Essential to safe and effective community service is learning the skills that enable officers to apply these principles and develop and maintain positive relationships; while treating all members of the public courteously and with respect. Police officers are the most visible form of local government. Therefore, police officers must make a positive impression when interacting with the public and each other. For a community to have faith in its police officers, officers must avoid conduct that does or could cast doubt upon the impartiality of the individual officer or the Department.

This thorough, and in depth, training is conducted through progressive instruction and learning, with safety being the upmost daily objective. The nomenclature as the initial block of instruction leading into basic sight picture, trigger pull, ensuring finger remains on the pistol frame until just prior to discharging firearm. Conducting training where the trainee verbally challenges the target for compliance helps with the repetition of the verbal command level of the Use of Force continuum, as well as additional practice of verbal de-escalation tactics learned during Verbal Defense & Influence. A portion of the training is conducted in low light times of the day (evening). Aspects include, but are not limited to: safe weapon handling, marksmanship, tactics, cover shooting, reloading procedures, malfunction procedures, shooting from vehicle, long range shooting, position shooting, shooting multiple targets, shooting on the move, shooting moving targets, and partner shooting.

#### **Pistol Issuance & Draw strokes     8 Hours**

At the conclusion of the training, the student will know: 1) The four firearms safety rules, 2) How to draw and reholster their issued firearm, 3) When the proper time to put their finger on the trigger is, and 4) Proper shooting stance, grip, sight alignment, sight picture, trigger press, follow through and breathing.

The training will consist of lecture and hands-on practice.

#### **Second Qualification     4 Hours**

Police personnel with the PPOT qualify twice with their duty issued firearms. During the basic firearms training they complete the first qualifying course, this second qualification is their second completion of the firearms qualifying course.

#### **Shotgun Issuance 8 Hours**

This block of instruction is the dissemination of the shotguns to the trainees along with the nomenclature of the item. During this block the trainee will take apart the shotgun and put it back to a fully functional weapon. This will be conducted numerous times throughout the block of instruction for familiarity purposes.

## **Weapon Familiarization     2 Hours**

The instruction is intended to be a familiarization where the attendees are able to be exposed to different types of firearms platforms as well as get hands on experience and instruction in safe handling and clearing of those systems. While it is impossible to include every make/model and type firearm due to the overwhelming variety that exist as well as new technology evolving every day it is emphasized that if not familiar with a weapon type or how to safely handle and clear to seek expert assistance/advice prior to handling, transport or evidence processing.

## **Emergency Medical Training**

**Total: 25.5 Hours**

**(PPOT 10 Hours)**

### **Blood borne Pathogens .5 Hour**

Upon completion of this class, students will know how to identify Blood borne Pathogens; the effects and treatment for exposures; use of personal protective equipment and the concept of universal precautions; the Hepatitis B Vaccine; how to identify other potentially infectious materials; a review of PPOT Manual 2.20, 2.50, 2.70, 13.30, 15.10; and a review of Civil Service Rule 4.8.

### **CPR/ First Aid     8 Hours**

The overall objective of this course is to provide trainees with basic first responder skills in order to render basic lifesaving, CPR, and related emergency medical skills. The "First Responder" uses a limited amount of equipment to perform initial assessment and intervention and is trained to assist other EMS providers. The goal of this training is to improve the quality of emergency medical care provided by members of this department.

### **Naloxone (Narcan) Procedure 1 Hour**

This block of instruction involves the education to the student of what is Naloxone, how it is effective in reversing the effects of an overdose, and the application of the Naloxone to someone who is unresponsive and someone who has potentially overdosed on narcotics. It also presents the proper procedures of not only administering the spray, but also how to document the incident.

## **Tactical Emergency Casualty Care, TECC 16 Hours**

The purpose of this block of instruction is to familiarize personnel with the basic skills necessary to respond to and care for patients in a civilian tactical environment. It is designed to decrease preventable deaths in a tactical situation.

## **Patrol Procedures**

**Total: 267 Hours  
(PPOT 120 Hours)**

### **Adult Sex Crimes 1 hour**

This block of instruction is to educate the trainees on how to respond, investigate (related criminal laws related to these type of crimes), and document incidents involving crimes of a sexual nature. It includes call-out procedures for specialized detectives from the Sex Crime Unit, how MLE's (Medical Legal Exams) are conducted (and the process), and facts regarding adult sex abuse.

### **Basic Communications Procedures (DEC) 3 Hours**

The instructor will discuss radio etiquette, ten codes, priority identifiers, and classification codes that are used during dispatch transmissions. There will be basic MDC training to include how the officers can self initiate calls and check themselves out, how they can change their statuses, and look up information. We will review the email policy and the importance of using the computers for work related issues only.

### **Basic Fingerprint Training for Patrol Officers 4 Hours**

The objective of this block of instruction is to communicate procedures for the use of latent fingerprint kits for patrol officers responding to minor property crime calls and procedures for submitting latent prints to the Identification section.

### **Basic Investigations 2 Hours**

This block of instruction will help trainees understand basic field investigations, obtaining information to better help detectives, and proper documentation of information within reports.

### **Body Worn Camera 8 Hours**

This objective of this block of instruction is to make the trainee aware of how to operate body worn and in car camera systems and make them aware of department policy regarding the use of these systems.

#### **Canine Demo 2 Hours**

The objective of this block of instruction is to inform the trainee the appropriate times that a K-9 team can be used for criminal apprehension and explain when an explosive detection dog and/or a narcotic detection dog can be used. Also discussed will be the importance of securing a perimeter and the responsibilities of patrol officers on the scene, after an arrest, and medical assistance when K-9 has been utilized.

### **Child Sexual Abuse 3 Hours**

During this block of instruction, the trainee will develop a working knowledge of the basic psychological profiles applicable to child sexual abusers. The trainee will also learn the proper procedure for the initial response to a child sexual abuse call. The trainee will be presented with many of the investigative procedures and techniques that are necessary to successfully develop a criminal case and prosecute the abuser.

### **Clandestine Lab Recognition & Hazards/Meth (Drug Education) 2 Hours**

The purpose of this course of instruction is to familiarize trainees with commonly encountered drugs, concealment methods, modes of transportation, the use of a field test kit and the different methods of drug enforcement used by the Police Department. During this class the trainee will be instructed in the basic identification of street and upper level drugs and how to safely handle calls for service involving those subjects who may be under the influence of such drugs.

### **Crime Scene Investigation and Protection 2 Hours**

Police Officer Trainees learn how to respond to a crime scene and secure and protect victims, witnesses, and evidence. They learn the resources necessary to investigate the scene and document their findings, then communicate with responding resources, and implement the guidelines set forth in the PPOT Manual concerning Crime Scenes Protection and Investigation



## **Domestic Violence 11 Hours**

The purpose of this block of instruction is to explain state, civil and criminal domestic violence laws. Trainees will be instructed on departmental policy and procedure regarding the handling and investigation of domestic violence calls for service. An emphasis is placed on conducting a proper investigation, assisting the victim with prosecution, explaining victim's rights, the importance of proper documentation, and providing access to community resources.

### **Domestic Violence, Reality Based Training 4 Hours**

The students will participate in Reality Based Training for responding to potential Domestic Violence situations. They will use what they learned in your law, Domestic Violence training, PPOT IDMM to guide their response.

## **Foot Pursuits 8 Hours**

This block of instruction prepares the trainee for the art of foot pursuits. It exposes them to the dangers, how to utilize the radio during these events, reminders of location, descriptions, and watching for evidence, weapons etc. In addition, they are reminded of the importance of physical training in order to be prepared to move from a sedentary state to full blown activity in short order.

## **General Exams/Reviews 4 Hours**

Each class in Patrol Procedures is tested through at least 2 general exams and all questions are based off of each individual class's lesson plan. The questions for the final P.O.S.T. exam are taken from the general exams.

## **Hazardous Devices Unit / Weapons of Mass Destruction 4 Hours**

The purpose of this instruction is to provide the trainee with an overview of the Hazardous Devices Unit as a responding unit to assist the patrol officer. Particular emphasis is placed on departmental policy and procedure, which govern the duties of the unit in response to calls for service. An emphasis is also placed on officer response to calls for service and officer/citizen safety in the handling of calls involving hazardous devices and threat calls.

## **Managing Civil Actions in Threat Incidents (MCATI)/Mobile Field Force    16 Hours**

The purpose of this course is to provide trainees with the knowledge and skills necessary to prepare for and successfully mitigate threat incidents involving civil disorder and to protect lives and property. This course combines classroom instruction with practical exercises to allow trainees to practice concepts and tactics in a controlled environment.

### **Mounted Patrol 2 Hour**

Trainees will learn the importance of the Mounted Patrol Unit not only to our police department but also our community. Trainees will learn how to properly utilize the Mounted Patrol Unit for both policing and public relations. Trainees will learn the proper way to interact with the Mounted Patrol Unit when they come in contact with the unit in the field. Trainees will observe and learn from demonstrations of the Mounted Units tactics used during crowd control, arrest situations, and breaking up physical confrontations. Trainees will learn the limitations of the Mounted Patrol Unit as it relates to assisting patrol functions.

### **Officer Survival Instruction**

#### **Total Hours: 6 Hours**

#### Officer Survival: 10 Deadly Errors 1 Hour

Pre-attack indicators and danger cues. Characteristics of murdered officers. Characteristics of police attackers.

#### Officer Survival: Awareness Spectrum 1 Hour

Color awareness spectrum: white, yellow, orange, red, black.

#### Officer Survival: Introduction to Officer Survival 2 Hours

Concept of how stress affects the human body: thought distraction, physical distress, sensory distortion, and awareness lapse. Techniques of relaxation under stress: deep breathing, positive self-talk, visualization, and crisis rehearsal.

#### Officer Survival: Trooper Coates 2 Hours

This block of instruction exposes the trainees to officer survival tactics and techniques, specifically utilizing the Trooper Coates incident as a point of reference.

### **PPOT Exams/Reviews 2 Hours**

Each class is tested through at least 2 general exams/quizzes and all questions are based off of each individual class's lesson plan. The questions for the final PPOT exam (required per PPOT) are taken from the general exams.

### **Property and Evidence 1 Hour**

This block of instruction will teach the trainee the process of turning evidence into the property room, to include documentation and the forms needed to ensure a chain of custody for evidence.

### **Human Trafficking 2 Hours**

This block of instruction will familiarize the trainee with the human trafficking unit structure, human trafficking laws, prostitution laws, recognizing identifiers of human trafficking, both national and local statistics, unit call out guidelines, and information on our partnering victim advocacy organizations.

### **Radio Issuance & Usage 3 Hours**

This block of instruction will be used to familiarize the trainees with the departmental policy and procedure regarding radio communications. This will include instruction on the police radio code utilized by this department. During practicums each trainee will be required to participate in sending and receiving radio communications.

### **Role of the FTO (Field Training Officer) and OIT (Officer in Training) 1 Hour**

This block of instruction is to introduce the trainee to the role of the Field Training Officer in the training process. Particular emphasis is placed on the "Officer in Training" handbook and proper documentation required during the FTO program.

## **Tactical Policing**

Several specific aspects of self-defense and physical hands on actions which are required of trainees to benefit them during their course of action throughout an on-duty day to day activity. This includes tactical stances with citizens, physical tactics when encounters resist persons, and activities which are required to place suspects into custody.

Tactics: Active Killer, Classroom & Reality Based Training 24 Hours

Provide lecture and presentation for basic recruits on how to respond to Active Shooter calls at schools and businesses. It also includes training where the trainees will physically apply the techniques taught in the lecture. This incorporates Reality Based Training also.

Tactics: Characteristics of Armed Individuals (COAI) 2 Hours

The course is designed to provide Basic Recruits with the tools to help detect concealed firearms based on visual cues and physical actions of subjects carrying firearms. The training should not be viewed as an all-inclusive summary of every characteristic, nuance, or behavioral pattern associated with armed individuals, but rather as one that provides a Basic Recruit a mental "checklist" of those physical and behavioral indicators often associated with individuals carry concealed weapons.

Tactics: Incident Perimeters 1 Hour

The purpose of this block of instruction is cover policy and procedures regarding calls for service involving a SWAT response. Trainees are also given an overview of the SWAT program.

Tactics: Reality Based Training 16 Hours

This time is devoted to challenging the trainees in fact-based role-play scenarios wherein they are required to deal with the "public" in various call-for-service situations. They must apply their skills in a dynamic fashion as the scenarios unfold. Trainees are given a scenario via being dispatched by radio and must deal with the call as if it were the real thing. Simulation ammunition is used in the scenarios which might involve use of force. Trainees must be able to assess each scenario based on law and policy and apply each to the resolution. They must also complete the proper paperwork that is required for the call. Trainees also experience scenarios where they must choose what type of force needs to be applied and improve fundamentals of firearms training. These are decision making scenarios shoot/don't shoot situations. Practical exercise scenarios include Traffic stops, High Risk Traffic Stops, Foot Pursuits, Active Killer and various Patrol Calls for Service.

Tactics: Room Clearing 16 Hours

Patrol officers will search many homes and business during her/his career. There are not many things more dangerous than searching for an

offender who may be laying in wait for an officer. The student will learn current search methods and apply them against role players later in the training. They will demonstrate how to "slice the pie" of a door frame from the hallway. Looking for target indicators of a person prior to entry. They will learn how to make entry using the Strong Wall/Points of Domination methods, moving laterally down the walls once inside the room. This allows multiple guns on target at same time.

They will learn how to apply these techniques in a three man team or more. It is highly recommended that patrol officers do not make entry unless they have at least three or more persons with them. The key issues addressed will be: 1) Safety of the officer, citizens and the offender, 2) Use of force escalation and de escalation, 3) Weapon selection, 4) Hiding areas and how to clear them, and 5) Attics.

#### Tactics: Tactical Behavioral Analysis for LEO 2 Hours

Trainees will learn how to assess a situation and environment quickly upon arriving. They will learn who to direct their attention to and speak with regarding a situation so they are not generalizing or stereotyping. They will be able to articulate and develop reasonable suspicion to address an individual who is an anomaly and have the skills to talk to people. Trainees would interact with persons from all different backgrounds and be taught to apply their law and policy in situations. Additional hours were spent in this area due to inclement weather causing a need for Webex based instructions.

#### Tactics: Traffic Stops 24 Hours

Procedures of identifying the person behind the wheel prior to a stop.

Counter Terrorism and tactical stopping of a vehicle which is flagged as a person of interest or has an active warrant of arrest.

The basics will include: Why patrol officers performs traffic stops; Interacting with the public in a manner that maintains the citizen's dignity, respect, and procedural justice; Employing de-escalation, Verbal Defense & Influence (VDI), and Management of Aggressive Behavior (MOAB); Tactics to enhance officer safety and decrease likelihood of violent encounters; and Conducting felony traffic stops in a manner that reduces risk to the public, officers, and potential offenders.

## **Physical Defense Tactics**

**Total: 212 Hours**

**(PPOT 48 Hours)**

Defensive Tactics Practical and Written Review and Test 8 Hours

The trainee will be instructed to demonstrate a particular exercise to the instructors' approval. After the trainee has completed all the exercises, they will also be subjected to a written test that consists of 50 questions on defensive tactics.

The Basic Recruits will learn the following about the Field Interview Stance:

- 1) the stance gives the Officer a Command Presence,
- 2) the stance assists Officers in quickly recognizing and reacting to sudden threats
- 3) the proper stance
- 4) the three Zones of Contact (Personal Contact, Field Interview, & Field Contact), 4) relative positioning is and how to utilize it during field interviews and contact with the public
- 5) angles of approach and directions to approach individuals,
- 6) how to obtain documents such as identifications from persons while not compromising officer safety,
- 7) methods of interacting with the public in a non-threatening manner, while maintaining officer safety principals, and 8) how communication plays an important role deescalating a situation and assessing an individual's threat level.

## **Force & De-escalation Practical 8 Hours**

The objective of this exercise is to evaluate the skills the officer has in all uses of force. The drill will test every skill the student has learned. The goal of this reality based training exercise is to ensure the trainee knows when to escalate and de-escalate the level of force utilized in different scenarios (with the emphasis of always trying to de-escalate and bring resolution utilizing the least level of force necessary). The officer trainee will also complete a use of force report on one of the drills and will be critiqued on their performance.

### **De-escalation/Use of Force Review 8 Hours**

The objective of this exercise is to review video from the Force & De-escalation Practical, debrief on the scenarios and trainee performance, and discuss proper reporting of use of force incidents.

### **In Custody Death Syndrome 2 Hours**

The objective is to inform the student of the meaning of restraint asphyxia and toxic delirium. The class will teach them the proper way to restrain suspects during arrest and transporting them.

### **Introduction to Defensive Tactics 4 Hours**

This block of instruction will introduce the trainees to defensive tactics. It includes the Field Interview Stance, Use of Force Continuum and as well as intro to all types of defensive tactics.

### **Baton 4 Hours**

The objective of this instruction is for students to be taught the necessary techniques and understanding to correctly and tactically deploy and strike with their ASP baton in accordance to current policies and procedures of the Metropolitan Police Department.

### **Edged Weapon Defense 12 Hours**

This instruction exposed the recruits to how quick edged weapons attacks can occur, as well as what tools are appropriate to defend against these types of attacks. Recruits will be instructed through both class room and "hands on" activities.

### **Firearms Retention and Disarming 8 Hours**

The student will learn to effectively disarm a handgun and long gun (rifle or shotgun) yielding subject, when the use of an officer's firearm may not be immediately appropriate.

### **Ground Work 16 Hours**

This period of instruction is to accompany other techniques learned in defensive tactics. It is not the only way to control subjects. The goal is to give officers an additional way to control offenders. It is not recommended to be knocked down onto your back in a confrontation. If this does happen this instruction will offer the student techniques in controlling the subject while on the ground, or how to fight their way back up to their feet. This block also includes techniques to utilize on subjects involving various striking techniques with both hands and feet.

### **Strategic Striking 4 Hours**

This block of instruction will provide basic striking techniques to utilize during situations where an escape from a physical confrontation is most effective, or to subdue, or control, a combative subject. This is specific to hands, feet, elbows, and knees (i.e.: personal weapons). An emphasis of utilizing the minimal amount of force necessary to conduct the techniques effectively.

### **Handcuffing & Subject Control 15 Hours**

The objective of the course is to have the student learn how to safely handcuff and search high- risk offenders with or without a partner in conditions Including Prone Handcuffing and hobble restraints.

### **Hobble Restraint 4 Hours**

The trainee will learn the purpose and application (both placement on and removal of) process of the hobble restraint. This includes the safe application of the apprentice on a suspect and then the escort/transport process to a different location with the hobble restraint applied.

### **Search & Frisk 4 Hours**

This period of instruction will provide the student with techniques and approaches to search subjects. This include cursory (patdown) searches as well as thorough searches conducted search incident to arrest keeping in mind officer safety awareness.

### **Stances and Approach 4 Hours**

A Police Officer's first response to a situation is their presence. An officer in the Field Interview stance demonstrates they they are ready and able to perform the task at hand with confidence, which shows Command Presence. The Field Interview stance will assist the officers Visual Control, which is the officer's ability to see both the subject's hands and be certain that they hold no weapons.

### **DT Practical 16 Hours**

This period of instruction allows the student to practice previously taught skills and techniques through repetition and refreshers.



**TASER 8 Hours**

The trainee will be instructed in the use and after care when a TASER is deployed to arrest a violent suspect. Instruction will be provided regarding department policy on the use of a TASER device. All TASER training will be conducted in accordance with established TASER training and updates.

**Vehicle Extractions 4 Hours**

This course instructs trainees how to extract suspects from the driver or passenger seat of a vehicle. This includes proper vehicle placement against a suspect's vehicle, as well as the safety of all parties involved. This includes blocking of roadways, if possible, prior to application of technique, as well as the use of de-escalation techniques for suspect compliance. Ensuring proper searches are conducted legally and medical aid is summonsed, if needed, immediately when time is most appropriate.

**Chemical Spray 4 Hours**

The goal of this course is for the student to gain the knowledge and skills to correctly deploy aerosol chemical weapons in the field. The student will learn where and when to use the chemical weapon in the force continuum. Tactics and procedures of deploying and knowing the proper treatment and aftercare to provide the subject will also be instructed.

**Physical Fitness Training 71 Hours**

The objective of the Physical Fitness Program is to emphasize the importance of proper physical fitness and good diet. This program is also designed to prepare the trainee for physical aspects of being a successful police officer. During these periods of training, the trainee will be evaluated weekly to determine if they are making satisfactory progress in the areas of physical endurance, flexibility, and body strength. Weight training is also included in the physical training program to increase overall body strength and conditioning.

**Water Survival and Water Responses 4 Hours**

The purpose of the information being presented is to provide officers with the knowledge and abilities necessary to protect themselves when responding to calls for service near, around, and/or involving bodies of water.

The training includes in water activities at a nearby community center with an indoor pool (this activity is monitored with numerous safety personnel).

### **Youth Services Division 2 Hours**

The purpose of this instruction is to provide the trainee with an insight into the contributing causes of delinquency, the amount and scope of the delinquency issue, possible methods of control and areas of prevention. Also included is a discussion of relevant factors that contribute to the formation of juvenile gangs and methods of intervention. Emphasis is placed on the need for cooperation and referrals between Youth Services Division and the Patrol Division. Departmental policy, procedures, and forms applicable to the handling and processing of calls for service involving juveniles, missing children and specifically the juvenile citation is presented.

### **Emergency Vehicle Operations Course**

**(EVOC) Total: 54 Hours**

**(PPOT 48 Hours)**

#### **EVOC 42 Hours**

EVOC consists of the sub-segments below.

#### **Defensive Driving**

This block of instruction is broken down into two parts. The first is classroom instruction and the second is driving on a track. Both non-emergency and emergency driving issues are covered to provide the student with the proper attitude, knowledge, and skills to enable him/her to safely and legally operate a police vehicle under all operating conditions.

#### **Precision Driving & Maneuver Techniques**

##### **(Covered Under Defensive Driving)**

This block of instruction is designed to familiarize the trainee with the departmental vehicle. The trainee will learn the basic concepts involved in performance driving, skid control, and the various forces applicable to high-speed emergency and pursuit driving. This course involves classroom presentation and practical driving scenarios involving the operation of a departmental emergency vehicle.

Stinger Spike Strips

During this block of instruction trainees will learn how, when and where to use the spike strips. They will also practice deploying and retracting the spike strip safely. They will participate in a live deployment on a vehicle and observe the effects of the spike strip on vehicle tires.

#### Vehicle Pursuits: Policy & Safety

This block of instruction is to provide the trainees with an overview of the departmental policy and procedure regarding police pursuits. An emphasis is placed on the guidelines for initiating a pursuit, the monitoring of pursuit conditions, the safety of the public, the safety of the officer, the guidelines for pursuit termination, and the proper documentation of a police pursuit. Also covered are methods of safely operating a police vehicle under pursuit conditions. The trainee is required to demonstrate a proficiency in applying the principles of the departmental policy and safe driving during the entire emergency vehicle operation block of training.

#### Reality Based Training: Traffic Stops

Trainees utilize their driving techniques during traffic stops (which includes felony traffic stops). This is a practical exercise where the trainees operate vehicles during situational training, which includes safe driving techniques in operating a vehicle while emergency equipment is activated. It also includes the utilization of other devices inside the vehicle during traffic stop initiation.

## **Community Policing**

### **Human Relations**

**Total: 54 Hours**

**(PPOT 30 Hours)**

### **Alzheimer's Association 2 Hours**

This block of instruction will expose the trainees to symptoms and signs of both Alzheimer's and forms of dementia. Learning the best practices of how to handle community members who may be suffering from Alzheimer's/Dementia will improve community policing efforts due to understanding.

### **Autism & Developmental Disabilities      2 Hours**

This course is designed to teach Tennessee Law Enforcement personnel how to effectively respond to individuals with Autism Spectrum Disorders (ASD). The course emphasizes the impact that the characteristics of ASD have on individuals, their communication, and their interactions with the world around them. During this course the students will learn the importance of working with people with ASD ethically.

Community Engagement and Partnerships 2 Hours Trainees will learn the importance of the Community Engagement & Partnerships between PPOT and the diverse community we protect and serve.

Students will learn about PPOT's current programs and understand our mission is to improve the quality of life within our communities, while ensuring concerns are understood and building trust within Nashville, Davidson County.

### **Community Oriented Policing and Problem Solving      2 Hours**

This block of instruction introduces Sir Robert Peel's nine principles, the broken windows theory, the four pillars of justice based policing (LEED), and the department's mission statement. It also introduces the trainees to problem solving models and how Compstat is utilized in the PPOT.

### **Diversity and Inclusion 1 Hour**

This block will cover Federal Title VI/VII (Civil Rights Act of 1964). It will present the material of the seven protected classes (race, color, origin, gender, age, religion, and disability). The class will discuss the importance of creating and maintaining an inclusive work environment.

### **Domestic and International Terrorism 3 Hours**

The purpose of this block of instruction is to provide the trainee with an understanding of the ideology, common trade craft and street level investigative relative to Patrol Officers as it relates to the issue of the current domestic and international terrorist threats.

### **Drug Free Workplace Policy Training 1 Hour**

This block of instruction is mandated by the Metropolitan Nashville government to ensure all personnel are aware of the signs of drug side effects and behaviors in an effort to indemnify personnel who may be unable to perform their duty safely.

### **Fair and Impartial Policing 8 Hours**

Police officers are faced with multiple situations that could end up a variety of ways depending on how their ethics lead them. With such a diverse population in Nashville, they will come in contact with a variety of cultures that have many different norms and values. All people, even well-intentioned people, have biases. Policing based on stereotypes can be unsafe, ineffective, and unjust. This course is designed to help officers become aware of their own biases and prevent biased based policing.

### **Hate Crime Orientation and Procedure 1 Hour**

The goal of this block of instruction is to explain to the trainees the definition of a hate crime and how to recognize what constitutes a hate crime, or otherwise known as a bias crime. They will also be made familiar with how to properly classify a hate crime and how to properly utilize block 15 of the incident report.

### **Introduction into PPOT/Guardianship 1 Hour**

This block of instruction will teach the recruits the importance of the Guardianship mindset. It encompasses Plato's Republic, history of policing, and the history and expectations of the PPOT.

### **Law Enforcement Response to Mental Illness 8 Hours**

This block of instruction will consist of an overview of the various mental illnesses and their characteristics. Also discussed will be developmental disabilities, interacting with individuals in custody, attitudes and beliefs, community resources, and scenarios/role playing. The various laws applicable to mental illness and developmental disabilities such as The Americans with Disabilities Act, The Protection and Advocacy for Individuals with Mental Illness Act, and The Developmental Disabilities Act are covered. An emphasis is placed on the role of the law enforcement officer while interacting with mentally ill or developmentally disabled persons.

### **Law Enforcement Response to Mental Illness Reality Based Training 4 Hours**

The training adapts the Police Executive Research Forum (PERF) model of Integration of Communication and Tactics (ICAT) to the PPOT. The PPOT named our version the PPOT Incident Decision Making Model (PPOT IDMM).

The training focus on providing the Basic Recruit a decision making guide to properly handle incidents. PERF's ICAT was designed specifically for contact with individuals with mental illness or intellectual disabilities. The focus of this RBT is two-fold. It focuses on de-escalation and responding to individuals with mental illness.

The training focuses on deescalating incidents involving a person with a mental crisis, emotional crisis, intellectual disability, or medical condition that impedes the person's ability to understand, interact, or willing comply with an officer.

### **Social Media for Law Enforcement     3 Hours**

Technology in the 21st century has grown at such an exponential rate that we have not implemented enough safety measures to keep up. The way we communicate has changed and more people feel more comfortable socializing Online than in traditional face to face encounters. This affects the way police interact with citizens and each other. An overview of our Social Media Policy and best practices as it pertains to Officer's personal Social Media accounts

### **Victims of Crime     4 Hours**

Trainees are provided information regarding the various resources that are available to victims of crime. This course is designed to increase their knowledge and understanding of the "trauma response" of victims and methods to assist them. This course also provides information on the Victim Intervention Program (V.I.P.).

## **Interpersonal Communications**

**Total: 37.5 Hours**  
**(PPOT 25 Hours)**

### **Autobiographies 4 Hours**

The students will learn about each other and public speaking by reading their respective autobiographies.

### **Essential Information Serving People with Varying Degrees of Hearing Loss   2 Hours**

The trainees will learn about federal and state laws regarding professional interpreters, the American with Disabilities Act, aspects of the Deaf culture, American Sign Language (ASL), and strategies for communicating with people with varying degrees of hearing loss.

### **Media Relations 2 Hours**

This block of instruction will review the guidelines regarding the release of information to the media as prescribed by department policy. Emphasis will be placed on the issue of the public's right to know vs. the security of information needed to successfully complete an investigation. Also presented will be practical examples of public speaking to the media, the issuance of press releases, and how to convey information in an effective and concise format.

### **Incident Decision Making Model (IDMM) 2 Hours**

The recruits were educated on the decision model in an effort to understand the circular ideals of this model. It includes gathering information, assessing threats and risks, determining police powers/actions/policies, determine course of action, act on decision and reassess situation. This is all while considering sanctity of life, proportionality, ethics, and values.

### **Verbal Defense and Influence 13.5 Hours**

The objective of this instruction is teaching students how to gain voluntary compliance with the use of words. The students will learn the eight step traffic/interview stop outline. The students will also learn when and how to use the five step hard style technique in conjunction with our use of force continuum.

### **Verbal Defense and Influence RBT 4 Hours**

Trainees participate in reality based scenarios to demonstrate their knowledge of Verbal Defense and Influence.

## **LAW ENFORCEMENT STRESS**

**Don't hold it inside. Talk about it.**

**Total: 25.5 Hours**

**(PPOT 9 Hours)**

### **Alcohol Abuse and Addiction Among Law Enforcement 1 Hour**

Participants will increase their knowledge of alcohol and substance abuse in the family and in the workplace, learn ways that are helpful or harmful when supporting someone becoming sober and will be given resources in the community to help address substance abuse issues.

### **Behavioral Health Services & Police Advocacy Support Services 1 Hour**

The recruit class will learn about BHS and what all services they provide, to both themselves and their families.

### **Critical Incident Stress Management (CISM)/ Peer Support Services 2 Hours**

The purpose of this instruction is to illustrate the emotional state an officer may experience immediately following a police related critical incident. This course will address the various critical incidents including officer-involved shootings. This block of instruction will provide insight into the emotional factors that occur during a critical incident and provide coping skills for those involved. This segment also explains critical incident stress management procedure and departmental policy.

Participants will increase their understanding of Metro Nashville Police Department's Peer Support Program (PSP). Participants will increase understanding of the Behavioral Health Services' collaborative triad, PSP goals, utilization of peer supporters, issues and limitations of confidentiality, required personal skills and helpful clinical and assessment tools.

### **Death Notification 1 Hour**

This course provides information on the emotional support provided to victims of crime through the chaplain program. Departmental policy and procedure regarding death notification are highlighted.

### **Domestic Violence in Law Enforcement 1 Hour**

Trainees are provided information regarding the prevalence and factors related to domestic violence occurring among law enforcement family members. This course is designed to increase their knowledge and understanding of the "trauma response" of victims and services to assist them. Information is provided regarding the role of PASS in supporting families.

### **Grief and Loss 1 Hour**

The participants will connect with their own personal experiences with loss and grief as well as increase their understanding of the human experience of grief and loss in different cultures.



The training will also enhance the participants ability to recognize and respond to individuals they may encounter in the community who may be struggling with loss/grief issues.

### **Officer Involved Shootings 4 Hours**

The purpose of this period of time is to familiarize trainees with what to expect and what resources are available if they are involved in a shooting. Investigators and Officers who have been involved in shootings discuss the investigative procedures and the physical and mental effects of being involved in a shooting. Trainees are given the opportunity to ask questions.

### **Officer Wellness Panel 3 Hours**

This block of instruction will introduce the stresses from progressing from officer trainee to Police Officer I. The panel will consist of current sworn personnel who will discuss personal impact they experienced during the transition from trainee to POI to solo Police Officer II.

### **Resiliency for Law Enforcement Total Hours: 6 Hours**

#### **Resiliency Unit 1. Stress and Anger Management 2 Hours**

Trainees will learn about the physiological and psychological impact of stress and its behavioral manifestations in the workplace and at home. Strategies for stress management will be shared and demonstrated (i.e., breathing exercise). This course provided recruits with the opportunity to learn the basics of Anger Management. It also introduces them to the physiological and the emotional components of anger and the relationship between fear and anger. The course briefly reviewed the occupational hazards of unmanaged anger. It concludes with a detailed model for controlling anger by use of Rational Emotive Techniques.

#### **Resiliency Unit 2. Understanding Resiliency 1 Hour**

This course will help police trainees increase their own awareness of the factors that have contributed to their personal ability to recover from negative experiences and grow from them. They will the key essentials of resilience and how to avoid the legal triad of the isolation cycle, anger and projecting blame.

### Resiliency Unit 3. Mindfulness for Law Enforcement Personnel 1 Hour

This course will help police trainees increase their knowledge of Mindfulness and what it means to be Mindful. This course will describe how technology has negatively impacted our ability to focus on the "here and now," creating more stress on our bodies and minds. This course will describe the origins of mindfulness, describe how being mindful can positively impact the mind and body, and:

include mindfulness participatory activities for the trainees. These activities can be practiced on a regular basis to benefit the trainees' overall health.

### Resiliency Unit 4. Understanding & Utilizing the Relaxation Response 1 Hour

This course will help police trainees increase their knowledge of the Relaxation Response and the benefits of eliciting the response especially following highly stressful situations. The course will describe how to turn off the "fight or flight" response and bring the body back to pre-stress levels by engaging the other part of our nervous system – the parasympathetic nervous system. The trainees will learn at least three methods for eliciting the relaxation response including visualization, progressive muscle relaxation and breathing techniques. These activities can be practiced on a regular basis to benefit the trainees.

### Resiliency Unit 5. Emotional Intelligence for Law Enforcement Personnel 1 Hour

This course will help police trainees increase their knowledge of emotional intelligence and recognize strategies for emotional self-regulation in the workplace. The course will also explore empathy and assist the trainees in developing an increase in their overall perceived Emotional intelligence.

### **Substance Abuse .5 Hours**

This block of instruction will expose to the trainee the pitfalls and crutches law enforcement personnel often resort to in coping with the stressors and emotions of the profession. It will provide data to inform the trainees of the risks of substance abuse in the profession.

## **Suicide Prevention 1 Hours**

Nationally, we continue to lose more officers as a result of suicide than in the line of duty deaths. Early identification of warning signs and risk factors can help in preventing suicide. The police culture can prohibit quick and effective interventions and so we must create new avenues to provide resources and support when needed.

## **Traumatic Brain Injuries 2 Hours**

The primary goal of this training is to improve participants' knowledge and awareness of Traumatic Brain Injuries and learn about activities and populations that increase risk of possible head trauma.

## **Wellness and Nutrition 2 Hour**

This course emphasizes the components of a well-balanced diet and nutrition during academy training and when they become officers. Students are instructed in the importance of fitness in everyday lives and the impact it will have on their job performance daily.

## **Family of The Badge Day**

Voluntary event conducted at Training Division during last weekend before graduation. Although it is voluntary for family members, the event usually lasts most of the day, between 4-5 hours.

During this time families and friends only are invited to attend an event that is an orientation that is structured and educational. The Chief of Police or a Deputy Chief attends and will participate in a discussion about the PPOT, the training their loved one completed, and what their loved one will experience in the future.

Community leaders are welcomed to this event as well.

### Family Orientation

This voluntary event is conducted on the first Saturday of the trainee recruit session for approximately hour 4 hours. It is opened to the families of the trainees and they are provided helpful information from the Training Division staff, as well as personnel from the Behavioral Health Services (BHS) and Profession Wellness Section (PWS). Providing families information as to how they can better support their family members who are going through the recruit session and what to expect as a family member regarding the demands of the physical and academic requirements for success.