

LEADERSHIP, LIABILITY, AND LIVES:

**CONFRONTING OFFICER-PERPETRATED
DOMESTIC VIOLENCE**



Presented by:
Kimberly Korrin
Detective, Retired
The Blue Opal Collective

OBJECTIVES

Discuss common behaviors of officer-perpetrated domestic violence.

Discuss the importance of safety planning.

Discuss policy considerations.

**KTBS⁺** 77°

Comatose Woman's Baby Delivered By C-Section

NEWS

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WorldAdmin WorldAdmin Sep 7, 2007 

Comatose Woman's Baby Delivered By C-Section

WorldAdmin WorldAdmin Sep 7, 2007 

AUSTIN, Texas (AP) -- An Austin-area woman left comatose after her estranged husband attacked her earlier this year has given birth to a baby girl. Dana Conley carried the child for nearly an entire term while unconscious. The Williamson County district attorney's office said doctors delivered the 5-pound, 3-ounce baby Thursday via Cesarean section. The 38-year-old mother's parents, who live in California, took temporary custody of the baby. Authorities said Conley and a friend, Quincy Johnson, were attacked last February by former Travis County corrections officer Julius Conley at the Conleys' Round Rock home. The Conleys were going through a divorce at the time after a tumultuous and abusive marriage, authorities said. Julius Conley attacked his wife and Johnson with a dumbbell, authorities said. Johnson later died of his injuries, while Dana Conley was left in a coma. Julius Conley pleaded guilty to murder and aggravated assault in July and was given two life sentences.

Dana Conley Obituary

A Round Rock woman who gave birth during a two-year coma caused by a brutal assault died Thursday at a San Antonio nursing home.

Dana Conley, 40, was pregnant in Feb. 2007 when her estranged husband, Julius Conley, a Travis County corrections officer, beat her with a 10-pound dumbbell. She was packing up her Round Rock house to move to a new job in California when the attack happened. During the beating Julius Conley killed her friend, Quincy Van Johnson, 38, who was at the house helping her.

Dana Conley was in a coma immediately after the beating and six months later gave birth to a girl at University Medical Center at Brackenridge. She was transferred to a nursing home in San Antonio after giving birth, where she remained in a coma until she died. Her parents, who are raising her baby girl and her two sons at their home in California, said they didn't yet know the cause of her death.

Navigating It As A Sworn Officer LE Employee

Weaponizing Career and Reputation

- Threatening to report the victim to Internal Affairs and/or licensing agencies for misconduct
- Saying “Go ahead and tell someone – I’ll tell them you’re crazy or unstable. They’ll take your gun and badge”
- Recording private arguments to use as “evidence” of the victim being unfit for duty

Weaponizing Career and Reputation

- Threatening to spread rumors about fraternization, alcohol use, or mental health issues.
- Manipulating or posting photos or texts that could embarrass the victim professionally.
- Doing things to intentionally get her in trouble.

“You know no one will believe you. They’ll think you’re just a cop drama queen.”

Using Knowledge of Law Enforcement Procedures

- The abuser knows how investigations, protective orders, and report writing work.
- They use this to intimidate or dissuade the victim from seeking help.
- Coaching the victim on what not to say in a report to avoid mandatory investigations.

Using Knowledge of Law Enforcement Procedures

- Presenting/threatening to present physical acts as “mutual combat”.
- Presenting/threatening to claim the victim was the aggressor.
- Citing policy: “If you admit you’re scared, they’ll make you turn in your firearm”
- Using cop jargon to minimize – “It’s just verbal” or there’s “no PC” for an arrest.

Using Knowledge of Law Enforcement Procedures

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Control Through Professional Isolation

- Discouraging or mocking peer support participation
- “You’re going to the shrink again?”
- “I thought you were tougher than that.”

Control Through Professional Isolation

- Creating jealousy around work partners or teammates
- Monitoring duty schedule, radio traffic, court calendar
- Showing up while the victim is on shift just to “check in”

Manipulating Role-Related Guilt and Duty

- Abusers exploit the victim's sense of loyalty, duty, and "protector" mindset
- "You of all people should understand stress"
- Guilt-tripping – "You swore to protect others, but you'd destroy your own family?"

Manipulating Role-Related Guilt and Duty

- Convincing the victim that disclosure would “ruin both our careers”
- “It will make the department look bad”
- Using rank or seniority as leverage - “You know how chain of command works”

Surveillance and Information Exploitation

- Using agency resources (databases, CAD, license plate records) to monitor the victim and their friends/family
- Using GPS / jail cameras
- Knowing victim's schedule and using it to manipulate timing to confront or message them

Surveillance and Information Exploitation

- Threatening to leak case information or personal data
- Demanding access to professional devices under the guise of “trust”
- Directly using the victim’s login

Emotional and Psychological Undermining

- Attacks personal confidence and professional identity
- “You’re supposed to be trained to handle stress. Why are you crying?”
- “If you can’t handle me, how do you handle suspects?”

Emotional and Psychological Undermining

- Mocking the victim's trauma exposure
- Implying they're cold and unlovable because of the job
- Sabotaging rest before shift
- Mocking poor performance –
“Maybe you're not cut out for this”

Emotional and Psychological Undermining

- Using compassion fatigue or critical-incident stress against them
- “You’re a mess after that call. Everyone knows it.”

Control Through Shared Law Enforcement Culture

- Invoking “thin blue line” or “family business” mindset to ensure silence
- “Cops don’t call the cops”
- Suggesting reporting will label the victim as a “liability” or “drama”
- Recruiting mutual coworkers to pressure the victim to “work it out privately”

Considerations

DOCUMENTATION IS VITAL

Especially if there is a delay to report

Consider covert documenting

- Calendar notes
- Notes in your phone vs a separate notebook/journal
- Email yourself

CRIMINAL REPORTING v. IA REPORTING

Initial report in jurisdiction

Criminal Investigation

Code **Consider using a
pseudonym**

Arrest - bond

Criminal consequences

P
O
R
D
O
D
T
E
R
C
T
I
V
E

Written complaint

Administrative Investigation

Policy violation?

**Does your agency have a policy
that adequately addresses
Domestic Violence?**

Disciplinary actions

SAFETY PLANNING

DANGER ASSESSMENT

Women who were threatened or assaulted with a gun or other weapon were **20 times** more likely than other women to be murdered.



DANGER ASSESSMENT

Jacquelyn C. Campbell, Ph.D., R.N.

Copyright 1985, 1988

Several risk factors have been associated with homicides (murders) of both batterers and battered women in research conducted after the murders have taken place. We cannot predict what will happen in your case, but we would like you to be aware of the danger of homicide in situations of severe battering and for you to see how many of the risk factors apply to your situation.

Using the calendar, please mark the approximate dates during the past year when you were beaten by your husband or partner. Write on that date how bad the incident was according to the following scale:

1. Slapping, pushing; no injuries and/or lasting pain
 2. Punching, kicking; bruises, cuts, and/or continuing pain
 3. "Beating up"; severe contusions, burns, broken bones
 4. Threat to use weapon; head injury, internal injury, permanent injury
 5. Use of weapon; wounds from weapon
- (If any of the descriptions for the higher number apply, use the higher number.)

Mark Yes or No for each of the following. ("He" refers to your husband, partner, ex-husband, ex-partner, or whoever is currently physically hurting you.)

- ___ 1. Has the physical violence increased in frequency over the past year?
- ___ 2. Has the physical violence increased in severity over the past year and/or has a weapon or threat from a weapon ever been used?
- ___ 3. Does he ever try to choke you?
- ___ 4. Is there a gun in the house?
- ___ 5. Has he ever forced you to have sex when you did not wish to do so?
- ___ 6. Does he use drugs? By drugs, I mean "uppers" or amphetamines, speed, angel dust, cocaine, "crack," street drugs, or mixtures.
- ___ 7. Does he threaten to kill you and/or do you believe he is capable of killing you?
- ___ 8. Is he drunk every day or almost every day? (In terms of quantity of alcohol.)
- ___ 9. Does he control most or all of your daily activities? For instance: does he tell you who you can be friends with, how much money you can take with you shopping, or when you can take the car? (If he tries, but you do not let him, check here: ___)
- ___ 10. Have you ever been beaten by him while you were pregnant? (If you have never been pregnant by him, check here: ___)
- ___ 11. Is he violently and constantly jealous of you? (For instance, does he say "If I can't have you, no one can.")
- ___ 12. Have you ever threatened or tried to commit suicide?
- ___ 13. Has he ever threatened or tried to commit suicide?
- ___ 14. Is he violent toward your children?
- ___ 15. Is he violent outside of the home?

___ Total "Yes" Answers

Thank you. Please talk to your nurse, advocate, or counselor about what the Danger Assessment means in terms of your situation.

DANGER ASSESSMENT

Women whose partners threatened them with murder were **15 times** more likely than other women to be killed.

When a gun was in the house, an abused woman was **6 times** more likely than other abused women to be killed

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- ___ 6. Does he use drugs? By drugs, I mean "uppers" or amphetamines, speed, angel dust, cocaine, "crack," street drugs, or mixtures.
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DANGER ASSESSMENT

Prior acts of strangulation were present in 43% of homicides.

Strangulation is not just a “red flag”

It’s attempted murder.

DANGER ASSESSMENT

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Thank you. Please talk to your nurse, advocate, or counselor about what the Danger Assessment means in terms of your situation.

The most dangerous time for any victim is in leaving.

When abusers fear loss of control, they change and
escalate tactics.

The ultimate of which is homicide.

SAFETY PLANNING IS VITAL!

SAFETY PLANNING

**Identify
Safe
Places**

**Signals &
Code
Words**

**Keep a
Charged
Phone**

**Escape
Routes**

**Plan with
Children**

**Emergency
Bag**

**Digital
Safety**

**Legal
Protections**

**Workplace
Safety**

**Emotional &
Supportive
Safety**

DOMESTIC VIOLENCE VICTIM STATEMENT

DOMESTIC VIOLENCE VICTIM STATEMENT

Incident Date/Time: _____

VICTIM Name: _____ DOB: _____ DL #: _____

Home Address: _____ State: _____ Cell Phone: _____ Email Address: _____

Employer: _____ Relationship: _____

Emergency Contact: _____

Home Address: _____ State: _____ Cell Phone: _____ Email Address: _____

Are you planning to relocate? ☐ No ☐ Confidential ☐ Yes - Address: _____ R/S: _____ DOB: _____

SUSPECT Name: _____ Make: _____ Date relationship ended: _____

Home Address: _____ State: _____ Cell Phone: _____ Email Address: _____

DL #: _____ Color: _____ Probation Officer Name: _____

Vehicle Year: _____ or N/A ☐ Branch: _____ or Photo Obtained _____

Probation/Parole: ☐ Yes ☐ No ☐ Months _____

☐ Arrested ☐ Not on Scene ☐ Married: _____ years ☐ Engaged/Dating: _____ years

RELATIONSHIP (check all that apply) ☐ Former Household Member ☐ Other: _____

VICTIM'S PHYSICAL CONDITION

☐ Abrasion(s) ☐ New ☐ Old ☐ Swelling ☐ Bruise(s) ☐ New ☐ Old ☐ Cuts(s) ☐ New ☐ Old ☐ Scrape(s) ☐ New ☐ Old ☐ Bite Mark(s) ☐ New ☐ Old

☐ Bleeding ☐ Loose Hair ☐ Complaint of Physical Pain _____ (location / pain level)

☐ Other: _____ weeks ☐ Pregnant: _____ ☐ Does the suspect know? ☐ Yes ☐ No ☐ Declined ☐ Self - Basic First Aid: _____

MEDICAL TREATMENT

☐ EMS - Personnel: _____ ☐ Hospital: _____ ☐ Transported: _____ ☐ Sought/Will seek own doctor: _____ Physician: _____

SUSPECT ACTIONS

☐ Striking - Open Hand ☐ Strangling ☐ Hand(s) ☐ Striking - Closed Hand ☐ Suffocating ☐ Foot (feet) ☐ Grabbing ☐ Intimidating ☐ Head ☐ Pulling ☐ Threatening ☐ Knife ☐ Throwing ☐ Alcohol ☐ Gun ☐ Biting ☐ Sexual Violence? ☐ Yes ☐ No ☐ Within 120 hours? ☐ Yes ☐ No ☐ Do you want this investigated? ☐ Yes ☐ No

WEAPONS

☐ Other: _____

VICTIM DEMEANOR

☐ Afraid ☐ Angry ☐ Apologizing ☐ Calm ☐ Crying ☐ Fearful ☐ Hysterical ☐ Intimidating ☐ Nervous ☐ Physically combative ☐ Other: _____

SUSPECT DEMEANOR

☐ Afraid ☐ Angry ☐ Apologizing ☐ Calm ☐ Crying ☐ Fearful ☐ Hysterical ☐ Intimidating ☐ Nervous ☐ Physically combative ☐ Other: _____

SUSPECT

Front Back



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resources

OTHER CONSIDERATIONS FOR SWORN STAFF

Damage to reputation

Reassignment / restricted duties

Potential financial loss

Facing loss of Job



Increased volatility

Hillsborough County Sheriff's Office



6:04 | 63°

I TEAM

FATHER FILES LAWSUIT AGAINST SHERIFF



2018

1 every 1.75 days
(open source only)

Policy Considerations

Culture determines whether policy works

It's not just an employee misconduct issue

It's an agency integrity issue

It's an agency public-trust issue

A credible allegation triggers action

**NOT just a completed
criminal case**

Independence protects everyone

Establish MOU's with outside agencies

(We do this with Officer Involved Shootings)

Accountability must be predictable

Not dependent on who the officer is

Silence and passive complicity are accountability issues too

Employees have affirmative reporting obligations.

Retaliation

Misuse of databases

Third-party intimidation

Helping officer circumvent restrictions

Retaliation

Failure to report

Serious misconduct – not peripheral issues

Firearms require immediate attention

Weapon access must be addressed immediately &
deliberately

OPDV carries risks other DV may not

Victim safety is paramount

Remove opportunities to manipulate the system immediately

Investigate as if the victim may not participate.

**NO
ARREST**  **NO
RISK**

The administrative responsibility does not disappear because there is
no criminal/civil case.

What would you do to protect a fellow officer's family?

Why should it matter if it's that fellow officer causing the harm?

PREVENT

RECOGNIZE

RESPOND

INVESTIGATE

PROTECT!

PLEASE
REACH
OUT

If I can ever
assist you.



Kimberly Korrin

The Blue Opal Collective, LLC
Detective, Retired



kimberly@blueopalcollective.com

www.blueopalcollective.com