

# BROWN UNIVERSITY DEPARTMENT OF PUBLIC SAFETY



## TRAINING & CONTINUING EDUCATION for Police and Public Safety Officers



The Brown University Department of Public Safety strives to achieve excellence and deliver the high level of service its community deserves and expects. With training as a top priority, we maintain proficiency and skills in an ever-changing environment. We are committed to enhancing our partnership with the community and are eager to build, locate, and facilitate training programs that will benefit its officers and the public we serve.

Each year, members of the department of Public Safety receive a series of in-service and specialized training to support the departments training initiative to introduce segments of its CORE Training Program to align our efforts with the 21st Century Policing training model.

Cover photo: conflict resolution and de-escalation scenario exercises with DPS officers and Brown students facilitated by Ombusperson, Ruthy Kohom-Rosenberg.

# Diversity Training



In December 2018, the department hosted a three-part training series on **Bystander Intervention/Education** facilitated by Community Care Alliance.

## **Conflict Resolution and De-Escalation**

Scenario exercises (a continuation of our 2017 training) was facilitated by Brown University Ombudsperson, Ruthy Kohorn-Rosenberg.

Rosenberg developed scenario transcripts which incorporated all classifications of officers to carry out these exercises in a controlled environment. Scenarios were based off of real events which have occurred on college campuses - including the Brown University Campus.

Officers were encouraged to utilize their training from Conflict Resolution/De-Escalation while also applying fair and impartial policing and procedural justice practices.

These role play scenarios were acted out with Brown students who volunteered to help DPS meet our goals in this area.

Additional student/officer role playing training sessions are scheduled for 2019.



In January 2019, the department hosted TajaRay Ferland from All Hands On Deck in collaboration with ASL (American Sign Language) Interpreters to facilitate this workshop. **This program helps to bridge the gap between law enforcement and the d/Deaf and hard of hearing community.** During this progressive course, officers learned the basic skills needed to communicate with a person who is d/Deaf or hard of hearing until a Legal Certified Sign Language Interpreter arrives.



Additionally, DPS hosted Wendy Joering, Security Liaison and Director of Community Engagement with the Jewish Alliance of Greater Rhode Island.

**The Jewish Alliance serves as the hub of the community offering social, cultural, and educational programming.** Joering serves as a resource for local police departments and the Fusion Center, providing information and education about the Jewish community.

As the main security contact, she is in daily communication with the Providence Police Homeland Security Division and Special Response Unit. Joering shared information on Jewish Community Centers and provided insight on Hillel House located on campus.

# 2019-2020 Scheduled Training

- CPR/AED/BFA for Police Officers
- Community Policing
- Annual Policy Reviews
- Diversity/Cultural Competency
- Officer Wellness/Nutrition-Brown
- Customer Service for Communications
- FBI-Extremism-Jewish Community (hate crimes)
- TAC MED/First Aid Casualty Care
- Active Shooter/Threats Scenario/BS&C
- Blood borne Pathogen/Research Lab Awareness
- Radiation Safety-MRI Safety/Animal Care Facility
- Fair & Impartial Policing/Procedural Justice Scenario for all officers
- Ethics for Department Members
- Mental Health/Illness and LE contacts
- CPR-AED-BFA for Officers

## Core Training

CORE TRAINING: The Brown University Department of Public Safety has categorized training subject matter into six main areas. These areas are Bias-based Policing/Racial Profiling, Diversity, Community Policing, Communications Skills/De-Escalation Techniques, Policy/Procedure/Procedural Justice, Use of Force. These categories serve as descriptors of the many sub-categories of training that may be incorporated. The department's core training program is structured to motivate both new and experienced officers and to further professionalism within the agency. Core training ensures that personnel are kept up to date with new laws, technological improvements, and revisions to agency policy, procedures, rules and regulations. Frequency of this training is determined by State Law, POST Requirements, CALEA/RIPAC Standards, Policy and University requirements.

- 1) Bias-based Policing/Racial Profiling**
  - a. Fair and Impartial Policing
  - b. Issues on Bias Based Profiling
  - c. Enforcement activity reporting
  - d. Enforcement activity monitoring
  - e. Accountability
  - f. Transparency
- 2) Diversity**
  - a. Race/Ethnicity
  - b. Gender
  - c. Religion
  - d. Culture
  - e. Generational
  - f. Social/Economic
  - g. Disabilities (ADA)
- 3) Community Policing**
  - a. Building trust and partnerships
  - b. Community interaction
  - c. Problem solving
  - d. Customer Service
  - e. Protecting the community
- 4) Communications Skills/De-Escalation**
  - a. Verbal communications
  - b. Department interaction
  - c. De-escalation
  - d. Interview skills
- 5) Policy, Procedure, Procedural Justice**
  - a. New, updates/changes to policy
  - b. New, updates/changes to procedures
  - c. New, updates/changes-legislation-city ordinances
- 6) Use of Force**
  - a. Communication skills
  - b. De-escalation skills
  - c. Case law
  - d. Authorized Lethal Weapons
  - e. Authorized Less-Lethal Weapons