

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
8/19/2020	
	De-escalation should be the first thing we try to do as law enforcement With community engagement comes trust from your community Officers should feel that they have a voice and should be able to handle misconduct and officers should feel comfortable in doing so. With strong leadership comes the ability of officers knowing that they can approach when something is not right.
	Integrity issues especially in report writing and court room testimony should be emphasized. Post should take serious action on these issues when reported and advise agencies that are doing background checks of any improprieties.
	Communication with community members. Often times officers handle incidents within the community but do not take the time to explain perhaps why they responded in the manner in which they did. Such as providing the individuals they just dealt with some of the details with the original calls for service that caused the officers to respond in the manner in which they did.
	Training on people in a moment of crisis, learning the difference and how to manage someone without having to immediately use force. Learning better report writing, details are important. Fair and impartial discipline practices
	<p>I believe law enforcement in our community is faced with a crisis of experience. Our department is "younger" than it's ever been and supervisors are inexperienced, thereby eroding accountability and proper oversight of new officers. We need to educate officers on implicit bias, what it is and how it can infiltrate decision-making in the field AND how to hold one another accountable ALL THE TIME. Bringing pride to the profession is needed and police leadership needs to step up and model the behavior that is expected from the inexperienced officers. Rooting out "bad apples" is vital to our profession. We need people to embrace the notion they want to be part of something noble and bigger than themselves. However, we also need to have more training to keep officers safe in a violent environment. I believe more emphasis on de-escalation tactics is crucial. Also, more training on recognizing when one of your colleagues is stepping over the line or is too emotionally attached to a situation is needed. Officers should be praised for stepping in when another officer has let his/her emotions take over. I believe more training on conducting background investigations is vital. Agencies across the state should have a consistent method of conducting background investigations and it would be helpful if agencies were required to submit background files to POST for access by other law enforcement agencies. Also, a central database on officer complaints with investigative files accessible to law enforcement would reduce the number of problem officers moving from agency to agency. There should be accountability on the part of the CEO on the officers they hire and the proper, in-depth background investigation completed on individuals. POST should have a complete file on each officer that includes ALL disciplinary actions, sustained complaints, and relevant background data and each CEO should be required, by law, to submit all relevant information on those with a peace officer license in Missouri. Missouri POST should have reciprocal agreements with other state licensing authorities to share information on individuals that move from state-to-state to make sure the data collected is accessible to every agency evaluating an individual for a law enforcement officer position.</p>
	In general, positive community engagement is beneficial to any law enforcement agency and agencies rely heavily on their communities for support and everyone could always benefit from implicit bias training in order to recognize when it does happen and prevent it from occurring.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	<p>De-escalation --- I have seen some officers, when confronted by a "disagreeable" type individual raising their voice and telling them that they are the police officer and the other person needs to accept that. There is a difference to talking to people and demanding from people - use of the uniform and badge before establishing repartee only leads to escalating the situation. Community Engagement --- Some officers are getting stuck in the law and order syndrome while others are stuck in the car driving around to do response based policing. Peel was correct saying that were are part of the community. We need to get out and talk to people to get them involved in helping us and getting them to realize that they are part of crime control - we just get paid full-time to do it. Officers are moving out of the city limits so they don't have to deal with issues. This means they only have to care about what happens in their city while they are at work. They then complain about the city they work for and how dirty or the people in it, or how rundown it is. We need more community engagement.</p>
	<p>Due to recent nationwide incidents involving police response to both peaceful and violent protests, I don't believe you could receive any too much training in these fields of response.</p>
	<p>I assisted an officer from another agency on a domestic who then looked to me as a supervisor on how to handle the call. I was there to support my officers who were assigned to assist as this officer was the only one on in his municipality. His officer safety skills were subpar and his handling of the situation put all officers at risk. Being alone he was incapable of handling the call. In my opinion this incident would not have come to a successful resolution without outside assistance</p>
	<p>The George Floyd incident is a tragic case of failure to de-escalate the situation once Floyd was properly handcuffed and proned out for searching. Whatever de-escalation training those officers received, a critical portion (on how to de-escalate force use once suspect control is gained) was not absorbed and/or demonstrated by the officers. Training must be effective, absorbed into the officer's skill sets, and demonstrated successfully in the field during appropriate circumstances. Use of force training requires police officers to be competent in a wide range of force options, but the final test of whether that training was successful is two fold: 1- can the officer demonstrate the appropriate response/judgment in training simulations, and 2- can the officer successfully perform that skill set in the field when its appropriate?</p>
	<p>Good vetting, Good standards, good training, good leadership can mitigate "problems" in law enforcement. Our focus must be on core proficiency and outstanding leadership. The cops in this country are abundantly great, but they can be trained to be abundantly greater.</p>
	<p>The profession is so thin when it comes to manpower, it is difficult to report others because the alternative is not always better.</p>
	<p>We have been called two times in the last five years to assist with civil disturbance details with no training or experience.</p>
	<p>I have witnessed and attempted De-escalation many times. The results tend to be mixed as there are just some situations and scenarios where the persons you are trying to de-escalate refuse to change their behavior. As far as reducing violent crime. I have seen such a disturbing change in Law Enforcement over the past 34 years. Criminals are no longer held accountable for violent crimes, and Law Enforcement has had to overlook or consciously ignore certain things for fear of losing their jobs, being sued, etc. Criminals, particularly those supervised by the Missouri State Board of Probation and Parole, have no fear of Law Enforcement action from Law Enforcement or their probation/parole Officers. We need to take power away from the Missouri Department of Corrections, and place it back in the hands of Judges and Juries, with some truth in sentencing laws passed. The Department of Corrections Board of Probation and Parole is the biggest joke in Missouri Law Enforcement, and is not wanted, appreciated or respected by any rank and file Police Officers that I know in this State.</p>
	<p>In my opinion, due to the current political climate, Officers are less proactive which leads to more violent crime.</p>

Comments from Slide 14

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	not sure it is a training issue as far as performing job out of fear as it is a hiring problem or a generation issue
	I see more officers who dont understand when or how to use physical force. Fewer still have the presence or skill sets to de-esclate. More use of force training conducted as force on force and then reviewed with out bias but allowing criticism. A lot of training is simply done to complete the training hours instead of teaching lessons that apply more widely.
	More standardized FTO training requirements across the State of Missouri
	Our county is rural. We have all white officers who have no idea about black history or brutalities committed against them.
	Recent events in Minnesota, Atlanta, etc. have made me think even more how law enforcement needs to examine our techniques so that with emphasis on deescalation, situational awareness and tactical positioning will ultimately lead to fewer lethal force incidents and fewer officers getting injured or killed. Not to mention in the event the officer needs to use lethal force they will be judged less harshly not only criminally, civilly but in the court of public opinion. Obviously not in every case does time or the situation allow for the officer to deescalate but in most situations there are moments to where if the officer pursues deescalation, is situational awareness and tactically positions themselves the outcome will often resolve itself much more favorable for all those involved.
	Officers rely on gadgets too much. They go straight to a taser and if that doesn't work the only option left is a firearm. Officer presence is the first step in most use of force continuum's. When officers do not wear professional looking uniforms, are sloppy and out of shape, they have already lost the power of the first step. Some departments wear t-shirts and hoodies along with Khaki BDU's for their everyday uniform. Not professional in my opinion. Also, if officers are physically fit they have more self-confidence and feel less vulnerable. They are also more likely to be able to control a situation with less use of force if they are trained in defensive tactics SUFFICIENTLY and in the shape to carry the tactics out!
	I have seen Officers make a situation worse because they did not how to properly de-escalate a situation, or a subject. I have had conversations with Command staff(s) about the behavior of Officers and they are unwilling to hold the subject accountable for there actions. In some cases they condoned the action.
	De-escalation I think helps in relationship with the public
	When our mandated training recommends we treat one race different, give them more breaks, than other groups then our training is biased.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	<p>Riot training in significant crowd situations would be helpful as I foresee more civil unrest in the near future. Small and mid-size departments are not trained nor have the equipment for riots. De-escalation only works in some cases. It fails to take into consideration time constraints due to overwhelming call volume and short-staffed departments. When the emotions of suspects are past the point of rational thinking or drug-addled suspects who can not mentally respond to de-escalation, proper overwhelming use-of-force, becomes a better, and safer option for officers and suspects. The Chronicle of Higher Education reported that researchers — including one of the founders of the IAT — from Harvard, the University of Virginia, and the University of Wisconsin–Madison had analyzed the results of hundreds of studies of the test involving almost 81,000 participants. For those who believe in the power of the unconscious, the results (to quote one of the researchers) “should be stunning.” For the rest of us, they’re unsurprising. The researchers find The correlation between implicit bias and discriminatory behavior appears weaker than previously thought. They also conclude that there is very little evidence that changes in implicit bias have anything to do with changes in a person’s behavior. These findings, they write, “produce a challenge for this area of research.” You don’t say. It turns out that even if you look at the studies advanced by the IAT’s defenders, the link between implicit bias and discriminatory behavior is “slight.” In the Chronicle’s words, “everyone agrees that the statistical effect linking bias to behavior is slight. They only disagree about how slight.”</p>
	<p>I believe that blatant excessive force should be reported or stopped (if possible) when it is or has occurred. Also, I have observed physical altercations that could have been ended quickly and effectively if proper training was implemented, takedowns, control techniques, hand to hand combat, etc.</p>
	<p>Select few officers participate in community events others stand back from them.</p>
	<p>There once was a police captain against whom a complaint of misconduct was leveled due to the captain re-arming a convicted felon after a firearm was seized from him due to the convicted felon firing shots at another person. The captain then destroyed evidence by throwing the spent shell casings down a sewer drain. the end result was the captain being paid over a million dollars due to fabricated racism. Implicit bias, much like COVID-19, is FAKE. and the fact that such a question is even in the questionnaire tells me everything I need to know about the administrators of same. Proper de-escalation already takes place in a vast, vast, vast majority of police contacts. nearly 350 million police contacts a year nation wide. .01 percent of those contacts result in physical force being used. I have no faith in any political appointee making any decision that will help the police community or the citezenry of this great state.</p>
	<p>I am referring to the nationwide assault on officers based on unrealistic expectations and outright lies perpetuated and supported by people with dangerous agendas. I am not a proponent for more "de-escalation" and diversity training as it by its nature places the blame for any violence resulting in officers using force squarely on the shoulders of the officers. This is unfair and misguided. Conflict resolution only works if the individual the officers are dealing with arrives at a conclusion that there is an option other than resisting, or completing a course of action that law enforcement is going to attempt to prevent. Sometimes you CANNOT resolve a situation to prevent escalation. That does not make escalation a prima facie case of officers doing something wrong.</p>
	<p>We need more support from prosecutors on holding criminals responsible. Getting tougher on violent crimes. Heavily increasing punishment for unlawful resistance and fleeing from police. The criminal community has no respect for law enforcement and the PAs office is taking a soft approach on crime.</p>
	<p>Resent world events, riots etc. If you see something, say something and do something to prevent injustice, excessive force etc.</p>

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	I have witnessed officers who do not want to deescalate and in fact attempt to escalate a situation to create the need for force. I have personally reported incidents of integrity problems and have been ignored. FTOs who are not qualified to be teachers and have little to no training are giving departments officers who are not given the best opportunity to succeed.
	My experience has already been outlined. The problem is not officers failing to report, but the CLEO failing to address the problem. Therefore officers do not report because officers know nothing will be done anyway.
	I look at many of the controversial uses of force recently and wonder what the officer involved was thinking
	In Minneapolis and Atlanta, if the officers had been better trained in control tactics, both situations could have ended without escalation of force beyond strong empty hand.
	Each use of force is carefully evaluated to identify the training needs of the individual. Those needs are then addressed either on an individual basis or within the annual block training.
	has officers such as and that are horrible at handling situations involving those with mental disabilities. They need to be trained or relieved of their positions.
	As I stated earlier, Officers need to learn to speak TO the individual and not AT the individual. Learn to communicate with people and talk TO people, not dictate to them. Officers need to learn to de-escalate in areas of heated argument and possible violent incidents, being able to communicate will be a huge asset. Officers also need to be able to report incidents where other Officers were involved in a Use of Force when it was not needed or if an Officer becomes aggressive and not Offensive. Officers need to engage in the community and not just come to work and patrol. Get out of the patrol car and introduce them self to the community. Participate in community events and other community activities.
	Judgemental is the only word that can come to mind
	The issues i have seen is officers not knowing case law/statutes that relate to how and when we can detain people.
	Both of these can be taught through reality based training.
	Missouri law enforcement officers lack training. I know we lack money, staffing, time and all the other items that make us not go to training but we have to start some where. We can longer ignore that law enforcement has to change the way we are doing things. We need to de-escalation options, mental health for our officers, racial and ethnic awareness training. Use of force options.
	Just as general observations, continuing to address the categories with different approaches reinforces the skill. All of these topics are most effectively addressed when there are some type of practical exercises.
	Commanders and Sheriff's need to receive training on pro-active policing.
	The lack of DT knowledge and skills lead to longer more dangerous arrest situations, and higher uses of force.
	MORE RECOGNITION TO CERTAIN ISSUES NEED TO BE ADDRESSED INSTEAD OF PRETENDING THEY DONT EXIST. THIS IS NOT A PROFESSION TO EXPRESS PERSONAL BELIEFS. FAIR TREATMENT TO ALL.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	<p>After the Minneapolis PD incident resulting in the death of George Floyd and the unfortunate fall-out nation-wide, my agency decided to face the issue head-on. Within a month, we scheduled a defensive tactics refresher course for the entire agency that included the Floyd video and had a section on policy, law and the duty to intercede. I believe that most officers, I'm saying 99%, do the right thing and want to make the right decisions, but are afraid to step-in when it involves another officer. LEOs, especially young and new ones, need to be given explicit permission to intercede when they see a co-worker crossing the line, no matter how small or insignificant it may be. LEOs must be held to a higher standard, and LEOs must be the front line of defense against ourselves and we must protect the rights of the citizens. Scenario and procedural training with command staff involvement, not just an order to do it, but being in the seats with the LEOs and teaching them the course, is of the utmost importance. They need to put their talk the talk and walk the walk.</p>
	<p>Officers are more worried of being judged for the force used leading them to hesitate in use. This is officer safety problem and leads to more officers injuries. Socializing with in the community and being able to strike up conversations with citizens in public. Not just riding around with windows up.</p>
	Protests
	<p>We need better hands on, regular training in defensive tactics. Officers need to know when to go hands on and the best way to do so to prevent injury to officers and suspects.</p>
	<p>Defensive tactics needs better addressed and practiced within agencies. Many agencies do not train beyond the training recruits receive for a variety of reasons. All levels of defensive tactics are de-escalation up to the point of lethal force in reality. Confidence needs to be established in officers to go hands on when necessary versus the use of a Taser that may compromise officer safety. A perfect example of this was the incident in Atlanta where an officer's Taser was taken from him during an arrest.</p>
	De-escalation is critical, and again, it requires the ability to calmly and effectively communicate in high stress situations
	<p>With all the current events going on, and more police officers getting charged with crimes in situations that seem appropriate, I think most officers are confused on what they can and can't do. I think yearly refreshers regarding use of force, de-escalation and officer mental health would be very beneficial.</p>
	<p>To put it bluntly the younger generation cops are scared of people. Social media has desensitized people's way of talking to each other. Not only are they scared, they just don't know how to talk to people. Kind of hard to police when you don't know how to talk to people.</p>
	A rookie officer has a lack of tactical officer safety awareness that decreases their safety, other officers safety, and citizen safety.
	People are on edge right now with uncertainty and situations presented by this pandemic. De-escalation can be very beneficial.
	<p>As previously stated, 95% of our job is talking to people. Use of verbal skills and communication skills seem to be very lacking. Often, new officers have a 'talk to text' approach, since they are so use to 'texting', they have difficulty carrying on conversations with individuals. With use of force, I also explained that in the prior boxes. There is a serious lack of emphasis on training and maintaining skills in a hands on approach. There is not just one incident, it happens often. No consistency, no uniformity. I believe getting everyone on the same, or close to the same page would help in less injury to officers and citizens alike.</p>
	<p>OIS, which was in my opinion, due to an Officer having PTSD from a previous OIS and they did not know how to properly react. I believe mandatory counseling/ fitness should be evaluated for each officer after a traumatic event.</p>
	<p>Ferguson riots. Community relations should have been more positive prior to Michael Brown shooting, while the response to the following civil unrest was not sufficient. Politicians interfered.</p>

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	Officers not able to recognize when a subject needs mental health treatment, causing the officer to fail to slow down and use different techniques to resolve the situation.
	Officers in this area tend to use more force than is necessary to affect the arrest. Therefore I feel more training in de-escalation would help curb excessive force. Supervisors need more training on actions that need taken if it is reported to them
	It really cant. The public needs to realize the police are not a fix for every problem.
	I chose all the above because I believe that these are important issues that need to be addressed because it is important that we as law enforcement understand that we work for the community and that there are more good people who live in these communities that need our help. I believe that once we develop a positive relationship with the citizens we can get a lot more cooperation and gain their trust we once had. We have to take a working investment in these communities especially with economic and high crime areas not just to enforce the law but show them we are there to help and will not allow them to be mistreated by anyone especially law enforcement.
	What was expressed earlier. Teaching this mentality of training to kill is not effective or practical. Teach them to communicate and defend themselves.
	In CIT cases, officers are often foregoing safety for intervention. Leading to injuries to officers and subjects.
	The incident I refer to was a vehicle pursuit that was run contrary to departmental regulations. While the pursuit did not have any negative outcomes the officer was disciplined in accordance with departmental procedures.
	We deal with unruly people everyday whether they are suspects, homeless or mentally ill, de-escalation training and the use of tactical patience would reduce suspects resisting arrest and officer assaults.
	I've had people in the past and current where your attitude and how you speak to someone change how they act and treat you. More than once I've been on scene with people that were ready to fight and choosing well placed words and empathy can take a hostile scene and turn it into an open conversation where you get the desired result with out force or the threat of force being used.
	Emphasis on realistic defensive tactics like MMA and BJJ and the phasing out of NLETC and PPCT.
	Various minor officer safety issues. Mostly with felony traffic stops or single officer contacts.
	Member of a local agency stopped and referred to the suspect in a derogatory manner, which escalated the situation to hands on.
	Due to the current climate, officers are less likely to get involved with the types of proactive enforcement needed to deter or catch crimes in the act. A supervisors course highlighting the need of proactive enforcement, and when done properly, reduces violent crime in the area.
	More community policing retraining and each officer must ask himself or herself "do I racial profile?", only the officer can answer the question. Due to recent events in the US involving police officers in the media, some of the officer(s) have brought the negative publicity on themselves. Not all officers are bad, it just takes a handful to mess it up for the officers who are legit. Officers still maintain the right of being innocent of any allegation of misconduct.
	I feel like this is self-explanatory as to how much and the right amount of force to be used given the situation.
	Society and mankind has changed. I am an older LE, and am having to readjust my personality as to how to think and react. Cameras are in your face, and your personal space is openly violated as you perform your duties. Very concerning times for LE.
	There is no implicit bias that I have ever seen in over four decades on this job. There is no systemic racism. We need leaders to stand their ground and fight crime. Period.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	I had an officer last year, who now works for another agency, who did not secure a subject on an accident scene with a possible DWI. He allowed the subject to confront fire and EMS on scene. It wasn't until he jumped into the ambulance that the officer finally pepper sprayed him. Then he just looked at the guy. When his backup arrived, that officer had to pull his taser and gained compliance. De-escalation was not working with this intoxicated subject and the officer should have stepped up and taken control of the man. Defensive tactics would help with that along with the confidence it builds as you learn.
	The problem as I see it is in general patrol tactics. For example: If an officer is up to date in the use of de-escalation tactics, and how they are used, they will have a better understanding of it.
	De escalation, too often we are programed to win. I have often laughed that we train 3 times a year with firearms, twice a year with intermediate weapons and empty hand control tactics and never with driving or talking yet each duty day runs in reverse in the actions on the job. Why do we not train more on the things we do most, talking, community interaction, and driving?
	No. I think there is plenty of training involving all the above.
	De-escalation is a topic of great interest but little hands on training exists on this topic - Implicit bias and racial profiling are critical in line level policing - these two topics have been around for decades but very little is trained Community engagement is vital to our success but line level to Command level officers have little training in these topics Quality Use of Force training - classroom discussions/law updates (beyond the basic academy) is hard to find
	In our area at least, I do not see any problems with racism or racial profiling. What I do see, is officers lack the verbal communication skills to de-escalate a volatile situation or only use the force necessary to control a situation. When an officer goes too far, it is blamed on the suspect for the suspects actions as the cause.
	I think there should be a stream lined, State Wide, training on approved de-escalation techniques. This would aid the smaller departments that may have outdated SOG's and there would be an approved method that all officers would practice.
	I think this is pretty obvious. I have seen over-responsive young officers that have no social skills and have never been trained. Imagine you give an officer a psychology exam before hire and NEVER assess them again. People treat their cars better than that and get oil changes and tuneups. POST does nothing to require ongoing mental health assessment of officers and command staff. POST might want to look into the Gallup Q12 poll program to truly be a proactive force in ensuring the publics' best interests are served. Look it up.
	Community engagement does not work when you have the blue curtain mentality of them vs. us. Promoting thin blue line flags, police discounts, and anything else that separates law enforcement from everyone else is wrong. Law enforcement officers are members of the community and should leave the badge and gun at work sometimes. If you live the law enforcement officer role 24/7 then you don't get to see real life.
	I don't think most officers intentionally use excessive force, but the emotion of the situation gets the best of them. I've seen an officer with decades of experience get emotional enough about an incident that they wanted to physically assault and arrest subject and had to be restrained. I believe more training on how to maintain mental operational effectiveness during these situations would be very beneficial for officers.
	Response to "peaceful protests" when the protestors are assaulting officers, throwing objects, looting, burning stealing.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	An officer used a tazer on a 15 year old child after the child had complied with requests to cooperate. The officer waited until the child had walked path them and then stunned the child repeatedly. This was an outrageous unnecessary use of force. Crime against children are ignored. People kill infants, either on purpose or as a result of neglect and many rural agencies conduct no investigation. Several murdered children per year are ignored all across the state.
	A "contempt of cop" traffic stop that lead to an arrest.
	As mentioned before. Our leadership creates an environment for riotous behavior to flourish.
	It seems like this new age of LEO's want to get into a fight. It is like a right of passage. All they want to do is have the authority but not earn it, or earn the respect of the people. They DEMAND it from the people because they wear a badge. THIS is unacceptable behavior for a LEO! We are there as the first responders, the protectors of the people and are there to enforce the RSMO's set forth by Law! LEO's have forgotten this.... and it kill's me.
	Defense tactics training and de escalation training that is hands on would be a great help. Most of these training opportunities take time and money which is valuable.
	Implicit bias training is garbage. As is de-escalation training.
	It's hidden under "Professional Courtesy"
	I have seen examples of some events in the areas marked above. I would say the approach of the training we have attended is almost always has a focus on the responsibilities of being a law enforcement officer. NOTHING is being done to improve the bias of politicians or members of the public. For example does the data support what we are being subjected to OR the reactions of bias from others. This is an important discussion to have to strengthen the relationship between officers and member so the public. Training will not fix implicit bias without awareness, similar to a drinking problem. Creating a new awareness needs to include that bias is each person's responsibility and then take training from this point. The target of this type of 'training' should be everyone.
	Training is needed to show that your mouth is a much more powerful tool than your actions or physically making someone to comply.
	I have observed newer officers dealing with people in crisis where they are well within policy but situations could have been avoided had they taken a "step back" and thought through the problem rather than confronting the problem head on.
	I do not want to go into any detail about experiences. I stated my reasons in the explanation boxes prior to this one.
	Violent crime seems to be on the rise. I am of the opinion that we, as law enforcement officers, should strive to conduct complete and thorough investigations. Sometimes, I feel we fall short of that mission due to lack of knowledge. I feel that training in this area, on a case-by-case basis, will generally improve our response to incidents involving violent crime, resulting in a reduction.
	Officers dealt with individual, who we used to refer to as a "no person," using de-escalation techniques until ultimately force was necessary to achieve apprehension. Officers tried de-escalation too long, without noticing red flags and ignoring officer safety issues to the point that the situation nearly became a deadly force situation before aggressive action was finally taken. It seems officers are becoming afraid to do what needs to be done.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	I believe de-escalation training is a topic that should be ongoing with practical exercises to demonstrate skill set. Few agencies expose their officers to Use of Force training for a variety of reasons. Officers have expressed to me their unwillingness to get dirty or possibly get hurt by participating in this training. It is understood officers will elevate their use of force to unnecessary levels because they are not skilled with low levels and most elevate to the next level to achieve control. Community engagement is essential to successful law enforcement. This should be continuing training so officers have the necessary skill sets to engage the diverse communities we police.
	De-escalation is practiced daily, routinely by the overwhelming majority of officers. The person with whom we are interacting ultimately determines the course of events. My personal experience, repeatedly, has been that bad cops are not well tolerated by the 99%.
	I believe our agency has a low use of force rate and we do a good job of deescalation/ CIT training. Good verbal skills are the norm versus the exception. The two categories marked above are not something I have seen significant failures in but I believe it is important to continually training on these issues, understand the procedures and help officers hold each other accountable on a daily basis.
	We desperately need all of this training. Having a one hour block of racial profiling or implicit bias training on the computer each year does not cut it.
	Sure to COVID we have very little inteaction with the community with social distancing. They have unqualified people making call backs
	There is a whole lot that could be identified there. The biggest problem is there is not way to report outside the agency if an officer sees an issues. There is always a repercussion and no one wants to address the situation when the issue is happening because of the old mindsets that are within the senior leaders of law enforcement.
	If officer were confident with DT training many higher levels of force would not be needed. De-escalation has been used for over 30 years, stop acting like its something new.
	It was not any of the above issues
	None of these options.
	It has been reported numerous time of violations of right to lawyer
	I think if the Officers in the George Floyd case would have been trained that no matter if it is your first day on the job or a veteran Officer you have to do the right thing by telling to veteran officer to stop. I believe we can us a lot of de-escalation techniques to stop the use of force. I think the people we serve should Police the Police.
	I think rather than having officers attend the current racial profiling, there should be some scenario-based training that forces an officer to be present and participate. The current curriculum allows an officer to sit for a couple of hours and obtain the necessary hours. Perhaps even involve members of the community, as would promote transparency.
	My experience is not personal, rather the incidents that have been reported in the news in various parts of the nation. In trying to remain objective, these incidents were obvious cases of training issues and not the result of evil intended officers. Initial training in a specific area is not sufficient. There must be continued, ongoing training throughout an officer's career.
	My concerns are officer safety related. Again, things we never practice. Just an example, assisting officers assuming the role of a cover officer to assure occupants or potential suspects are watched closely. This should be practiced in training events because many officers cannot even recognize or maintain it at a scene.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	Law enforcement, as a profession, has been vilified in the mainstream and social media platforms since 2014 during Ferguson, and more so recently after the events in Minneapolis, MN. Officers and supervisors alike can only benefit from more ongoing and in-depth training in the above areas.
	The county 911 dispatch has issues giving accurate and specific details for calls. They believe that rudimentary summarizing or giving what they believe is the jist of information is sufficient. This has led to officers misinterpreting calls dispatched to. Officers need to enter into all calls with a community engagement and de-escalation mindset the moment they exit the vehicle.
	*Talk them down before taking them down... *Community interaction hosting a community forum where the community can speak to all officers and ask questions with out fear or apprehension... *Making all officers accountable with a zero tolerance policy for violation of policy and make sure policy is understood completely by every officer.
	Training on self-defense and de-escalation are critical. Officers need to know when and how to effectively engage and when to walk away.
	LEO officers involved in a UOF / shooting should be trained for "what to do immediately afterwards", such as emergency medical techniques for the person, the legal issues and social media issues which will follow. Depending where the incident occurs the officer may have to consider removing his social media presence and even securing himself and family somewhere other than his residence.
	Learning more ways to de-escalate situations would help all law enforcement officers. Reducing violence when certain groups get to far out of hand. Teaching more people to take pride in their communities and not burn them down. Learning fact from fiction on how the news reports certain things. Learning to take healthy breaks from the media.
	vds
	employees being held accountable for their actions, including lying on reports.
	continue rioting in the US require up to date training. Nothing for the above given answers provided
	See, previous written answer.
	I have worked with racist/sexist officers, reported it, and it was swept under the rug. Other LEOs at that agency spoke up about it, but some were too scared to say anything.
	Officers are afraid to go to supervisors because of retaliation or nothing being done
	Just in general, no specific incident observed.
8/24/2020	
	I believe training is something that takes the liability away from the agency. Recruits receive all the above training in the Academy and yet we still see incidents such at George Floyd. We need to hold police accountable for their actions and watch how corruption and use of force incidents decrease within the police departments.
	CDRT training should be mandatory for all POST certified officers. Additional training, especially in-person scenario /role-play based training for de-escalation of mentally ill individuals. The training in the CIT program is good, but from what I've seen, officers need A LOT of practice with this; especially when they are young/less experienced.
	Using training to continue to enforce department professional expectations helps facilitate better output
	Getting officers out of their un-comfort zone when dealing with minorities, being in fear of their lives even before a life threatening situation arises. Officers pulling lethal weapons at the first sign of resistance.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	Law enforcement members need current and accessible training and resources in all of the areas throughout regularly and consistently. Previous personal experiences are minor; however, the incidents were confronted and followed-up on to increase understanding and reduce reoccurrences.
	I really think more training should be focused on the serving part of being a law-enforcement officer. It's OK to stop and help someone I have seen officers ride right by a pregnant female in 100° weather trying to change your tire I stopped though. The community policing where they just go to a person's house maybe just to see how they're doing or if they need anything or how things are going in their neighborhood. Officers need to have a conversation with the public so the public will trust them
	Ethics training. I'm aware of an officer start a sexual relationship with a female after he arrested her on a warrant. This same officer was later found out he destroyed evidence in a case and was fired. However, another agency without doing a background investigation hired him and he is currently working. This has been reported to POST however.
	In choosing "de-escalation" I am really more concerned with teaching officers to clearly communicate. If an officer has the time to safely explain "why" something is being asked of an individual, we can often avoid situations where we are simply "making" someone do something that leads to unnecessary physical conflict. And an important aspect of use of force training that is sometimes missed is the severity of the crime element. We need to make sure officers have discretion in handling more minor crimes and infractions when those crimes don't include safety concerns, to find alternatives that may not include actual physical arrests. Community engagement comes into play in this point as well. We need to know the needs and expectations of members of each neighborhood so that we can better mediate issues and find solutions to problems rather than trying to fix every problem with a ticket or an arrest. This is more of a police management training issue. Managers need to find ways to be more flexible and forward thinking when it comes to police policy concerning officer discretion and expectations for officers in conflict resolution.
	Training on how and who to go to for help. (Whistle Blower training) With the new laws and climate of the country, a better definition and explanation of use of force. And how to document it
	I have watched and intervened in officers trying to force a confrontation.
	bf
	1. Officer rammed civilian vehicle, berated civilian with angry threats. 2. Officer rammed civilian vehicle several times, then wrote in report that citizen rammed them. 3. Officer set up tasing/spraying of inmate, then kicked inmate while inmate was on the floor. 4. Officer wrecked three patrol vehicles so far, twice due to negligence. 5. Officer stayed in pursuit after becoming aware a child was in the pursued vehicle, then put in their report that they did not know child was in the vehicle. There are also instances of favoritism extended especially to certain female officers.

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	<p>Officers have to deal with emotionally distraut and mentally impaired people, who are emboldened by the what they see on the media to act out on their feelings. More specific training on how to talk with, engage, and deal with these situations are increasingly important. Officers miss a lot of simple opportunities to engage with the public, because it seems to just be a photo opportunity for most when they do. Why have such concern that their positive activities make the media? They need to be encouraged to do the little good things anonymously. I remember getting a scolding of sorts from command staff once regarding a call I went to. I got dispatched to a home intruder sort of call at an elderly person's house on a Sunday morning. Turned out, the noise was her toilet stuck. Other officer told her to call a plumber. I spent a few minutes and fixed the toilet. He complained to supervisor that we weren't in business of doing such things. He became command staff later. Guess I got my training initially from watching all the Andy Griffith Shows. I honestly think they'd make for some good training...</p>
	<p>It has always been a unwritten rule that you back your kind and partner, if you don't you carry the stigma that you can't be trusted.</p>
	<p>not listed in options. Just detailing an incident more thoroughly.</p>
	<p>Everyone can benefit from more techniques in de-escalation. Debriefings and other officers and ask officer to in writing to evaluate their own handling of the situation.</p>
	<p>I have seen officers engage in questionable behavior on the job, with other officers present. The officers present did nothing to question or curb the other officer's behavior. I have seen younger officers fail to engage community members when opportunity was presented.</p>
	<p>Enhanced civil liability for officers and would have been beneficial for the protest in the area to share the de-escalation training provided for officers.</p>
	<p>I think this falls back to the need to not be complacent, be aware of surroundings, and undergo training on how to deal with persons in crisis. I do not feel that our agencies in this area are affected by any racial profiling or implicit bias, and minorities in our community know that they are treated fairly and impartially.</p>
	<p>Officers need knowledge of how to safely intervene or report misconduct and what options are available to keep them safe guarded from retribution. I'm sorry but the "Whistle-blower" laws are not exactly "protection".</p>
	<p>I observed an officer fail to initiate an arrest during a civil unrest incident. Training on the safe and effective application of arrest procedures would give officers the confidence they need to operate in those types of situations.</p>
	<p>Officers are scared to handle conflicts with minorities and don't know what to say. Younger officers don't know how to really solve a problem between a husband and wife who may have been together 10 years and the officer is 22 years old. They don't know what to say. Also they want to take everyone to jail.</p>
	<p>Officers need to know when it is time to end a situation that poses a danger to the community and not let it continue because you are afraid of the optics.</p>
	<p>CIT training should be required for command staff and supervisors. As well as communication skills for all.</p>
	<p>X</p>
	<p>More in depth training on inmate manipulation.</p>

	Please briefly explain your experience and explain how you think training could address the incident(s) you experienced:
	I have seen officers with a neighboring agency with zero patience or compassion for a person in crisis. Instead of forcing someone to comply with orders and getting the little man syndrome they need educated on de-escalation techniques. Just because they aren't complying doesn't automatically make them a threat. Our academies are sending students out scared of their own shadows and taught to dominate a scene. That can be done with de-escalation and verbal judo.
	As previously mentioned, simulated/virtual reality based training places officers in real life situations which causes them to utilize verbal de-escalation tactics, decide on the appropriate use of force, and then explain their actions with immediate feedback. Engaging your community with this same type of training opportunity promotes transparency and understanding.
	Some of the local officers are too quick to go hands on rather than try to talk a person down.
	Mostly due to the events occurring in our nation I've observed officers hesitate to use force when necessary to protect themselves or others. This has become an increasing issue and has led to officers getting hurt because of a fear the justice system will punish officers for using force, even when it's warranted because of how police officers are being portrayed in our country.
	One speaking is the weapon of the Officer. The officers are on the defense automatically thinking some one hates police so they tend to come off harsh. They are taking political and social issues wanting everyone to back the badge, when the badge backs the community. I believe in all the huddle and bustle we forget who we are and only see our position and not there position and forget to Police our selves, our words and our actions. We need a reboot of what it means to be a sergeant leader. We have trained into the minds of Officers that they deserve accolades for being a hero. We don't do it for ego we do it because we love our fellow man. I think that is getting lost.
	We all need the training on how to pick options to avoid certain situations, time have changed where force is the requirement. Biggest issue I see is not the necessity to use force, but when force is required not to be threaten with prosecution when the force was necessary. No one seems to be able to talk to anyone anymore, when I was trained years ago we were instructed on different way to speak to people or like one would like them to speak to you. I do not believe racial profiling is a clear issue! most vehicle I stop are for a traffic violation of a vehicle with heavy tint on the windows, Race does not enter into the process, only if they have the means to hurt me! We can't reduce violent crime in any way if Prosecutors fail to issue the proper charges we bring to then.
	Some officers have never had this type of training and you can see them cause the situation to get worse because they won't back down in conversations or orders when the situation could be resolved with good communication skills and not looking at things as contempt of cop.