

# UNIVERSITY OF RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY



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

The University of Rhode Island Department of Public Safety's Police Department 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 both our officers and the public we serve.



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

Coverphoto: Officers at the 2024 Annual Police and Public Safety Awards Ceremony.

# Diversity Training



In calendar year 2023, the department hosted and took part in several training series. Training and professional development of our personnel is a priority and leads to increased morale and inspires initiative and creativity.

Training boosts confidence and enhances our personnel's skill set, allowing our officers to adapt to the many challenges law enforcement officers face today. Additionally, it enhances their ability to utilize analytical and decision-making skills during critical situations.

A well-trained police department is one that is professional, resourceful, and productive. It is a worthwhile investment that increases officer safety and minimizes liabilities.

Well-trained police departments draw upon their personnel for future leadership positions. It also helps build trust and confidence both internally and externally with its diverse constituents.

This year, the department contracted with DLG Associates, which gives our personnel access to high quality online law enforcement education on demand. The department is in the process of obtaining State Accreditation.

and circuit court case updates.

Total training hours department personnel (certified police officers) received for 2023 was approximately 880 hours. This resulted in approximately 40 hours of training for each police officer. The training consisted of new, in-service and specialty training.

In 2023, one of the central training goals was to have each police officer receive 20 hours of training each year. This goal gives our officers the education and practical experience they need to do their jobs effectively and efficiently. Proper training will increase career development and enhancement internal opportunities.



Additionally, DPS will partner and collaborate with both internal and external stakeholders to host and attend trainings that benefit both the department the diverse community we serve. One of the department's essential roles is to work with the public to maintain a safe and inviting community that supports, values, and treats all community members fairly and equally.

# 2023 Scheduled Training

- CPR/AED/Narcan
- Community Policing
- Annual Policy Reviews
- Diversity/Cultural Competency
- Legal Updates
- Evidence & Property Control
- FBI-Violent Extremism
- Active Shooter/Threats Scenario
- Autism & Mental Health
- Safe Zone
- Ethics for Department Members
- K9 Training – bombs & explosives
- Title IX & Civil Rights
- Crowd Management
- Sexual & Domestic Violence

## 2023 Core Training

**CORE TRAINING:** The University of Rhode Island Police Department 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, and 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 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, 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. Accountability
- e. Transparency

### **2) Diversity**

- a. Race/Ethnicity
- b. Gender
- c. Religion
- d. Culture
- e. Under-represented
- f. Multi-language

### **3) Community Policing**

- a. Building trust and partnerships
- b. Community interaction
- c. Problem solving
- d. Protecting the community

### **4) Communications Skills/De-Escalation**

- a. Verbal Communications
- b. Department Interaction
- c. De-escalation Skills

### **5) Policy, Procedure, Procedural Justice**

- a. New, updates/changes to policy
- b. New, updates/changes to procedures
- c. Critical Conversations
- d. RIPCA Twenty for 2020

### **6) Use of Force**

- a. Communication skills
- b. Case law
- c. Authorized Lethal Weapons
- d. Authorized Less-Lethal Weapons