

## Training

The following is a very brief description of some of the training that Medford Police Officers undertake. These trainings all serve to help officers of this department de-escalate difficult situations. The Medford Police Department is intent on training 100% of all officers in the following areas.

Crisis Intervention Team (CIT) training - Specialized police curriculum that aims to reduce the risk of serious injury or death during an emergency interaction between persons with mental illness and police officers. Crisis Intervention Teams have come about as a result of the lack of mental health crisis services. Due to this lack of services, police officers often serve as the first to respond to an individual in mental health crisis. . CIT also increases safety for those in crisis, officers, and the community. Some research has also found that CIT-trained officers are less likely to endorse the use of force. CIT training includes; Crisis Negotiation Skills, Implicit Bias training, Crisis Negotiation Skills and De-escalation training.

Mental Health First Aid is a skills-based training course that teaches participants about mental health and substance-use issues. The curriculum recognizes the symptoms of common mental illnesses and substance use disorders; de-escalating crisis situations safely, and initiating timely referrals to resources available in the community. Mental Health First Aid is listed in the Substance Abuse and Mental Health Services Administration's National Registry of Evidence-based Programs and Practices.

Integrating Communications, Assessment and Tactics (ICAT) is a training program that provides first responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents. Developed by the Police Executive Research Forum (PERF) with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training.

ICAT is designed especially for situations involving persons who are unarmed or are armed with weapons other than firearms, and who may be experiencing a mental health or other crisis. The training program is anchored by the Critical Decision-Making Model that helps officers assess situations, make safe and effective decisions, and document and learn from their actions. ICAT incorporates different skill sets into a unified training approach that emphasizes scenario-based exercises, as well as lecture and case study opportunities.

## Tactical Patrol / Firearms Training

The Medford Police Department's Firearms Training Unit have received extensive training with regard to police officer response to critical incidents. The Firearms Training Unit incorporates de-escalation tactics into all training of Medford Police Officers. Training incorporates live fire range training, force on force scenario training utilizing air-

soft weapons, simulated training scenarios utilizing live ammunition along with interactive video scenarios that require use of communication skills and de-escalation tactics. Training is re-enforced through the use of training bulletins and roll call trainings. During each one of these training iterations, except for firearm qualifications, de-escalation training is woven into every scenario.

A memo issued from the Firearms Training Unit states the following, *'At its core, the job of a Police Officer is to de-escalate all situations and make every attempt for them to be resolved peacefully. Every training evolution is designed with the skills required to achieve a peaceful outcome in mind. These training evolutions allow officers to think their way through tense situations in a safe environment and allow for a full debrief after each evolution. The Medford Police Department's Firearm's Training Unit along with additional officers who have received specialized training, recognize and understand the importance of de-escalation and will continue to tailor all of our trainings with this important skill in mind. Through these training iterations, our goal is to better prepare our officer's to peacefully resolve the difficult situations they face daily.'*