

Training

208.1 PURPOSE AND SCOPE

It is the policy of this Department to administer a training program that will provide for the professional growth and continued development of its personnel. By doing so, the Department will ensure its personnel possess the knowledge and skills necessary to provide a professional level of service that meets the needs of the community.

208.2 PHILOSOPHY

The Department seeks to provide ongoing relevant, current and progressive training and encourages all personnel to participate in training and formal education on a continual basis. Training is provided to meet the requirements of a given assignment and legal mandates. VPD recognizes that quality training enhances the safety of the officer and the community.

208.3 OBJECTIVES

The objectives of Department Trainings are to:

- (a) Enhance the level of law enforcement service to the public.
- (b) Increase the technical ability and overall effectiveness of our personnel.
- (c) Provide for continued professional development of Department personnel.
- (d) Improve safety for our Officers during the course of their duties.
- (e) Reduce exposure to liability to Officers and the Department.
- (f) Comply with applicable laws concerning law enforcement training requirements.

208.4 TRAINING PLAN

A training plan for all employees will be developed and maintained by the Training Sergeant. It is the responsibility of the Training Sergeant to maintain, review, and update the training plan on an annual basis. The plan will ensure, at minimum, the following:

1. All sworn members will successfully complete annual in-service training that meets the requirements of WAC 139-05-300.
2. All Department employees will successfully complete annual in-service training programs as outlined in the Mandatory Training Matrix.
3. Supervisors or managers will receive appropriate training and certification required by CJTC.
4. Training will include the following when appropriate and feasible:
 - (a) De-escalation in patrol tactics and interpersonal communication training, including tactical methods that use time, distance, cover, and concealment, to avoid escalating situations that lead to violence;
 - (b) Alternatives to jail booking, arrest, or citation in situations where appropriate;

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- (c) Implicit and explicit bias, cultural competency, and the historical intersection of race and policing;
- (d) Skills including de-escalation techniques to effectively, safely, and respectfully interact with people with disabilities and/or behavioral health issues;
- (e) "Shoot/don't shoot" scenario training;
- (f) Alternatives to the use of physical or deadly force so that de-escalation tactics and less lethal alternatives are part of the decision-making process leading up to the consideration of deadly force;
- (g) Mental health and policing, including bias and stigma; and
- (h) Including rendering of first aid, to provide a positive point of contact between law enforcement officers and community members to increase trust and reduce conflicts.

208.5 TRAINING NEEDS ASSESSMENT

The Training Unit will conduct an annual training-needs assessment of the Department. The needs assessment will be reviewed by the Office of the Chief and the Training Unit Commander. Upon approval, the needs assessment will form the basis of the training plan for the following year.

208.6 TRAINING DOCUMENTATION

Records shall be kept of all training sponsored by or presented on behalf of the Vancouver Police Department. Records should minimally include the following:

- An overview of the course content and/or an instructor lesson plan.
- Names and agency contact information of all attendees (if applicable).
- Individual attendee test results (if applicable).
- Course roster.

208.7 TRAINING PROCEDURES

All employees assigned to attend training shall do so unless previously excused by their immediate supervisor. Excused absences from mandatory training should be limited to:

- (a) Court appearances
- (b) Approved Leave
- (c) Sick leave
- (d) Injury
- (e) Emergency situations
- (f) Staffing

When an employee is unable to attend mandatory training, that employee shall:

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- A. Notify their supervisor as soon as reasonably practical and promptly document the absence and reason in an e-mail to their supervisor.
- B. Make arrangements through their supervisor and the Training Unit to attend an alternate date.

When used appropriately in a Department training environment, the application of physical force, less lethal devices and other similar force tactics are not considered a use of force.