



# POST MANUAL



**Colorado Department of Law  
Criminal Justice Section, POST Board  
Ralph L. Carr Colorado Judicial Center  
1300 Broadway, 9th Floor  
Denver CO 80203  
720-508-6721  
E-Mail: [post@coag.gov](mailto:post@coag.gov)  
POST Website: <http://www.coloradopost.gov>**

# MISSION

The mission of Colorado POST is to establish and maintain standards for peace officer training and certification that are relevant, realistic and responsive to our ever-changing world.

## ***Law Enforcement Code of Ethics***

*As a Certified Peace Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and, to respect the Constitutional rights of all men to liberty, equality and justice.*

*I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.*

*I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force of violence and never accepting gratuities.*

*I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held so long as I am true to the ethics of law enforcement service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.*

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# PROGRAMS

# BASIC ACADEMIC TRAINING PROGRAM

*Effective January 1, 2023*

## MINIMUM REQUIRED HOURS

<b>Academic</b>	<b>380</b>
<b>Arrest Control</b>	<b>62</b>
<b>Driving</b>	<b>44</b>
<b>Firearms</b>	<b>72</b>
<b>TOTAL</b>	<b>558</b>

### I. INTRODUCTION TO CRIMINAL JUSTICE

**REQUIRED HOURS: 18**

#### A. Criminal Process

**Required Minimum Hours: 6**

**General Learning Goal:** The student will learn the functions of the criminal justice system in protecting the constitutional rights of all individuals within the United States, regardless of citizenship.

**Specific Performance Outcomes:**

1. The student will analyze the freedoms and rights afforded to individuals under the U.S. Constitution and the Bill of Rights.
2. The student will apply the following amendments to the U.S. Constitution to the actions and conduct of peace officers:
  - a. First Amendment
  - b. Fourth Amendment
  - c. Fifth Amendment
  - d. Sixth Amendment
  - e. Eighth Amendment
  - f. Fourteenth Amendment
3. The student will compare the freedoms and rights afforded to individuals under the Colorado State Constitution and amendments with the U.S. Constitution.

4. The student will examine the major goals of the criminal justice system:
  - a. Guarantee due process and equal justice
  - b. Reduce crime, fear of crime, and public disorder
  - c. Protection of life and property
  - d. Enforcement of laws
  - e. Improve the quality of life
5. The student will distinguish between the three components of the criminal justice system.
  - a. Law Enforcement
  - b. Courts (prosecution and adjudication)
  - c. Corrections
6. The student will differentiate between criminal and civil law and explain the interrelationships of the components of the criminal justice system with the legislative, judicial, and executive processes.
7. The student will explain the different roles and functions of federal, state, and local agencies and their interdependence within the criminal justice system.
8. The student will discuss the purpose of multi-jurisdictional task forces (MJTF's).
9. The student will explain the mission of the Colorado Information and Analysis Center (CIAC).

**Required Source Material:**

*Colorado State Constitution*, as amended  
*United States Constitution* - Bill of Rights

**Recommended Source Material:**

*Criminal Justice*, Fagin (Prentice Hall), 2006  
*Criminal Justice: Introductory Cases & Materials*, Skolnick, Feeley, McCoy (Foundation Publishing), 6<sup>th</sup> ed., 2004  
*Introduction to Criminal Justice*, Larry J. Siegel and John L. Worrall, Cengage Learning; 16th edition (January 1, 2017)

**B. Judicial Process**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will learn the organization and operation of the judicial process and the role of law enforcement in this process.

**Specific Performance Outcomes:**

1. The student will explain the primary responsibilities of the following:
  - a. Federal supreme, appellate, and district courts
  - b. State supreme, appeals, and district courts
  - c. County and municipal courts
  - d. Attorneys-prosecuting and defense, public defenders
  
2. The student will explain and define the following terms as they relate to the judicial process in criminal cases:
  - a. Arrest
  - b. Bail
  - c. Arraignment
  - d. Preliminary hearing
  - e. Indictment
  - f. Plea bargaining
  - g. Trial
  - h. Disposition
  
3. The student will explain the role of discretion at the law enforcement officer's level and the impact discretion has on the individuals involved in an investigation.

**Required Source Material:**

*Colorado Peace Officer's Legal Source Book, Chapter 12* [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]

*Colorado Revised Statutes* Title 16, Articles 2,3,4, and 5



**Recommended Source Material:**

*Colorado Courts at a Glance* (Colorado Judicial Branch)  
<https://www.courts.state.co.us/Courts/Education/Brochures.cfm>

*Criminal Justice*, Fagin (Prentice Hall) 2006

*Introduction to Criminal Justice*, Siegel and Worrall (Cengage Learning), 2017

**C. Law Enforcement Ethics and Anti-Bias Policing**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will be able to identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department, and community.

**Specific Performance Outcomes:**

1. The student will identify the ethical expectations of a peace officer as it relates to the following groups:
  - a. Community
  - b. Victim, witnesses, suspect
  - c. Department
  - d. Governmental agencies
  - e. Fellow officers
2. The student will describe the importance of ethical conduct as it relates to the restrictions on accessing and releasing criminal justice information and associated penalties concerning the NCIC/CCIC system.
3. Using the Law Enforcement Code of Ethics, the student will analyze situations that present conflicting values.
4. The student will identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department, and community.
5. The student will describe the consequences of unethical/unprofessional conduct to the peace officer, department and community.

6. The student will explain why an officer should respond to a co-worker's unprofessional conduct to include the duty to report excessive use of force and the duty to intervene.
7. The student will summarize the impact of the landmark case decision in *Brady v Maryland* (1973) on law enforcement and the consequences of failure to comply with these duties and requirements.
8. The student will define:
  - a. Diversity
  - b. Stereotype
  - c. Prejudice
  - d. Discrimination
9. The student will identify personal, professional, and organizational benefits of valuing diversity within the community and law enforcement.
10. The student will discuss situations illustrating the intersection of race, gender, and disability, and their impact on law enforcement.
11. The student will examine cultural biases and beliefs regarding people with disabilities.

**Recommended Source Material:**

*Arresting Police Video*, Included in the “POST Anti-Bias Train the Trainer” materials

*Case Studies – Facilitation Format*

- a. *Being in the Wrong Neighborhood*
- b. *Driving the Wrong Car*
- c. *Suspicious Car*

*Character and Cops: Ethics in Policing*, Delattre (American Enterprise Inc. Press)

*CBI-Misuse of CCIC Data Handout, FACs and PowerPoint* (Colorado Bureau of Investigation)

*CCIC Training Manual* (Colorado Bureau of Investigation)

*Driving While Black*, Included in the “POST Anti-Bias Train the Trainer” materials

*Police Ethics: The Corruption of Noble Cause*, Crank and Caldero (Lexis Publishing), latest edition

*State of Colorado Demographics* – U.S. Census

<http://www.census.gov/quickfacts/table/PST045215/08>

Americans with Disabilities Act. 42 U.S. Code § 12102 - Definition of disability

Improving Police Interactions with People with Disabilities

<https://www.aapd.com/improving-police-interactions-with-people-with-disabilities/>

Media Coverage of Law Enforcement Use of Force and Disability,

[https://rudermanfoundation.org/white\\_papers/media-coverage-of-law-enforcement-use-of-force-and-disability/](https://rudermanfoundation.org/white_papers/media-coverage-of-law-enforcement-use-of-force-and-disability/)

Think Change Talks: Breaking the Barrier of Disability Bias,

<https://thinkchange.training/disability-bias/>

Think Change Talks: Breaking the Barrier of Disability Bias

Discussion Guide, <https://www.flipsnack.com/thinkchange/breaking-the-barrier-of-disability-talks-discussion-guide/full-view.html>

Think Change Talks: The Intersection of Race and Disability,

<https://thinkchange.training/intersection-race-disability/>

## II. BASIC LAW

**REQUIRED HOURS: 68**

### A. Arrest, Search & Seizure

**Required Minimum Hours: 12**

**General Learning Goal:** The student will have a basic understanding of current rules for peace officer conduct as it pertains to arrest, search and seizure.

#### **Specific Performance Outcomes:**

1. The student will explain rules, elements and provisions of Colorado Revised Statutes, Title 16, Articles 1, 2, and 3.
2. The student will explain the laws and landmark court decisions as they pertain to the basic principles of search and seizure law:
  - a. Fourth Amendment protections
  - b. Reasonable expectation of privacy

- c. Reasonable suspicion vs. Probable cause
3. The student will explain the laws and landmark court decisions for warrant searches and seizures:
    - a. Fourth Amendment requirements
    - b. Probable cause
    - c. Affidavits in support of warrant searches
    - d. Execution of a search warrant
  4. The student will explain the laws and landmark court decisions for warrantless searches and seizures:
    - a. Plain view searches
    - b. Warrantless searches in general
    - c. Pat-Down frisk searches
    - d. Consent searches
    - e. Exigent circumstance searches
    - f. Searches incident to arrest
    - g. Probation/parole searches
  5. The student will explain the laws and landmark court decisions for searches and seizures involving motor vehicles:
    - a. Probable cause searches of vehicles
    - b. Plain view searches of vehicles
    - c. Consent searches of vehicles
    - d. Searches of vehicles incident to custodial arrests
    - e. Searches of vehicles as instrumentalities
    - f. Vehicle inventory searches
  6. The student will explain the laws and landmark court decisions for searches and seizures involving bodily intrusions:
    - a. Warrant requirement for bodily intrusion searches and seizures
    - b. Warrantless bodily intrusion searches and seizures
    - c. Use of force during bodily intrusion searches and seizures

7. The student will explain the laws and landmark court decisions regarding identification procedures:
  - a. Field show ups
  - b. Photographic arrays
  - c. Custodial lineups
  
8. Given a selection of fact patterns from case law, the student will apply several of the legal concepts listed above.

**Required Source Material:**

*Colorado Peace Officer's Legal Source Book, Chapter 2-9 & 11* [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]

*Colorado Peace Officers Handbook with Search and Seizure, Latest edition.* Blue360 Media.

**B. The Legal Aspects of Interview and Interrogation**  
**Required Minimum Hours: 2**

**General Learning Goal:** The student will have a basic understanding of the laws of interview and interrogation of criminal defendants.

**Specific Performance Outcomes:**

1. The student will distinguish between an interview and an interrogation.
  
2. The student will explain the laws and court decisions as they pertain to statements in an interview/interrogation:
  - a. Voluntariness
  - b. Knowingly
  - c. Duress, Coercion, and Trickery
  - d. Witnesses
  - e. Miranda Considerations (U.S. Const. - 5<sup>th</sup> Amendment)
  - f. Escobedo Considerations (U.S. Const. - 6<sup>th</sup> Amendment)
  
3. The student will explain the value of taking statements from both hostile and friendly witnesses.

4. The student will understand the legal problems encountered during interview/interrogation situations.
5. The student will explain how techniques may differ when interviewing or interrogating people with disabilities and the atypical reactions that may result.

**Required Source Material:**

*Colorado Peace Officers Legal Source Book, Section 9* (Colorado District Attorney's Council/Colorado Attorney General)

Colorado Revised Statutes

**Recommended Source Material:**

*Understanding Police Interrogation: Confessions and Consequences*, William Douglas Woody and Krista D. Forrest, et. al., 2020

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**C. Evidence**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will have a basic understanding of the fundamental characteristics of admissible evidence, the reasons evidence is excluded, and how officer conduct can affect the admission of evidence.

**Specific Performance Outcomes:**

1. The student will distinguish between evidence and proof.
2. The student will categorize evidence as direct or circumstantial and recognize that both are acceptable evidence, and neither is necessarily more reliable than the other.
3. The student will describe the basic criteria for admitting evidence; distinguish between evidence that satisfies these criteria and evidence that fails to satisfy these criteria; and will explain how these criteria impact officer conduct and investigation. To be admissible, evidence must be:
  - a. Relevant
  - b. Reliable

- c. Not unduly prejudicial
  - d. Supported by adequate foundation; and
  - e. Constitutionally obtained
4. The student will identify circumstances, which may cause evidence to be excluded, to include the failure to properly and timely disclose evidence as required by both the U.S. and Colorado Constitutions, Colorado law and Rule 16 of the Colorado Rules of Criminal Procedure, and *Brady v. Maryland* and its progeny.
  5. The student will define hearsay and explain how the hearsay rule applies to the following types of evidence:
    - a. Admissions, confessions and statements of Defendants, Colorado Rule of Evidence 801(d)(2)(A).
    - b. Officer reports, including video and audio material; and
    - c. The hearsay exceptions identified in Rule 803(1) through 803(4).
  6. As applicable to peace officers, the student will explain the requirements and expectations for admitting evidence pursuant to Colorado Rules of Evidence 701, 702 and 703 regarding expert witness testimony; will identify the types of testimony from officers defined as expert testimony by court decisions; and will define the requirements for pre-trial disclosure as set forth in Rule 16, Part I.(d)(3) of the Colorado Rules of Criminal Procedure.

**Required Source Material:**

*Colorado Rules of Evidence*

*Rule 16, Colorado Rules of Criminal Procedure* (Colorado Supreme Court)

**Recommended Source Material:**

*Colorado Peace Officers Legal Source Book, Chapters 11 and 14*  
(Colorado District Attorney's Council/Colorado Attorney General)

**D. Colorado Criminal Code**

**Required Minimum Hours: 32**

**General Learning Goal:** The student will have a basic understanding of the Colorado Criminal Code so as to be able to correctly identify violations and apply current criminal statutes in a variety of commonly encountered situations.

**Specific Performance Outcomes:**

1. The student will locate current Colorado Criminal Code statutes in more than one resource, including digital-based resources.
2. The student will explain the Principles of Criminal Culpability. (18-1-501, 502 and 503 C.R.S.)
3. The student will explain, as set forth in the applicable statutes:
  - a. Rights of defendant (18-1-402, 403, 405(1), 406(1), 407, 408(1) & (2) C.R.S.)
  - b. Definitions (18-1-901 C.R.S.)
  - c. Legal Accountability and Complicity (18-1-601 – 605 C.R.S.)
  - d. Justification and Exemptions from Criminal Responsibility (18-1-701 through 712 C.R.S.)
  - e. Responsibility (18-1-801, 802(2), 803(1) and 804 C.R.S.)
  - f. Inchoate offenses 18-2-101; 18-2-201; 18-2-301 C.R.S.)
4. For the following offenses, the student will distinguish between felony, misdemeanor and petty offenses and will identify the elements of, and any aggravating or mitigating factors or circumstances that may specifically apply to, the offense. The student is not required to identify the specific offense classification (e.g., class 1, 2, 3, 4, 5 or felony or class 1 or misdemeanor), and is not required to understand or apply the sentencing terms, conditions, or provisions, if any, that are specific to the offense:
  - a. Crimes Against Persons
    - (1) Homicide and Related Offenses (18-3-101 through 106 C.R.S.)
    - (2) Assaults (18-3-201 through 206 and 208 C.R.S.)
    - (3) Kidnapping (18-3-301 through 306 C.R.S.)
    - (4) Unlawful Sexual Behavior (18-3-401, 402, 404, 405, 405.3, 405.4, 405.6, 405.7, and 18-3-412.5 C.R.S.)
    - (5) Stalking (18-3-601 and 602 C.R.S.)



- b. Offenses Against Property
  - (1) Arson (18-4-101 through 105 C.R.S.)
  - (2) Burglary (18-4-201 through 205 C.R.S.)
  - (3) Robbery (18-4-301 through 18-4-303 C.R.S.)
  - (4) Theft (18-4-401, 406, 414 and 415 C.R.S.)
  - (5) Aggravated motor vehicle theft (18-4-409 C.R.S.)
  - (6) Trespass, Tampering, Criminal Mischief (18-4-501, 502, 503, 504, 505, 506 and 512 C.R.S.)
  
- c. Offenses Involving Fraud
  - (1) Forgery and related offenses (18-5-101, 102, 104, 110 and 113 C.R.S.)
  - (2) Fraud by check, (18-5-205 C.R.S.)
  - (3) Identity Theft and Related Offenses(18-5-702; 18-5-901 through 905 C.R.S.)
  
- d. Offenses Involving the Family Relations
  - (1) Incest (18-6-301 and 18-6-302 C.R.S.)
  - (2) Child Abuse (18-6- 401 C.R.S.)
  - (3) Sexual Exploitation of a child (18-6-403 and 404 C.R.S.)
  - (4) Harboring a minor (18-6-601 C.R.S.)
  - (5) Contributing to the delinquency of a minor (18-6-701 C.R.S.)
  - (6) Domestic Violence (18-6-800.3, 801.5, 801.6, 803.5 and 803.6 C.R.S.)
  
- e. Wrongs to At-Risk Adults (18-6.5-102, 103 and 108 C.R.S.)
  
- f. Public Indecency (18-7-301 through 302 C.R.S.)
  
- g. Sexual Conduct in Correctional Institutions (18-7-701 C.R.S.)
  
- h. Governmental Operations
  - (1) Obstruction of Public Justice (18-8-102, 103, 104, 105, 110, 111, 111.5, 112, 114 and 116 C.R.S.)

- (2) Escape and Offenses Relating to Custody (18-8-201, 203, 204, 204.1, 204.2, 206, 208, 208.1, 211 and 212 C.R.S.)
  - (3) Bribery (18-8-302 C.R.S.)
  - (4) Abuse of Public Office (18-8-404 and 405 C.R.S.)
  - (5) Tampering with physical evidence (18-8-610 C.R.S.)
  - (6) Victims and Witnesses Protection (18-8-704 through 706 and 707 C.R.S.)
- i. Offenses against Public Peace, Order and Decency
    - (1) Public Peace and Order (18-9-101 – 106, 111, 112, 116, 116.5, 117, 119 and 121 C.R.S.)
    - (2) Cruelty to Animals (18-9-202 C.R.S.)
    - (3) Offenses Involving Communications (18-9-306.5 C.R.S.)
  - j. Offenses Relating to Firearms and Weapons
    - (1) Firearms and Weapons – General (18-12-101, 102, 103, 104, 105, 105.5, 106, 106.5, 107.5, 108 and 108.5 C.R.S.)
    - (2) Permits to Carry Concealed Handguns (18-12-203 and 204 C.R.S.)
    - (3) Large-Capacity Ammunition Magazines (18-12-302 C.R.S.)
  - k. Miscellaneous Offenses (18-13-101, 107, 109, 109.5, 121 and 122 C.R.S.)

**Required Source Material:**

*Colorado Revised Statutes*

*Colorado Jury Instructions – Criminal*

**E. Colorado Children’s Code**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand that the Children’s Code consists of two systems with different goals and

procedures relative to investigating dependency and neglect, status offenders and crimes committed by juveniles.

**Specific Performance Outcomes:**

1. The student will explain the neglect and dependence section of the code relating to:
  - a. Neglected or dependent child, 19-3-102 (A through G) C.R.S. and Child not neglected-when, 19-3-103 C.R.S.
  - b. Persons required to report child abuse or neglect, 19-3-304 C.R.S.
  - c. Evidence of abuse-color photographs and X-rays, 19-3-306 C.R.S.
  - d. Taking children into custody, 19-3-401 C.R.S.
  - e. Investigative responsibility: Action upon report of intrafamilial, institutional, or third-party abuse-investigations-child protection team-rules, 19-3-308 C.R.S.
  - f. Recorded interviews of child, 19-3-308.5 C.R.S.
  - g. Emergency possession of certain abandoned children: 19-3-304.5 C.R.S.
  
2. The student will explain the obligations of peace officers and the rights of juveniles during the investigation phase and the criminal proceedings.
  - a. Jurisdiction, 19-2.5-103 C.R.S.
  - b. Taking juvenile into custody, 19-2.5-209 C.R.S.
  - c. Issuance of a lawful warrant taking a juvenile into custody, 19-2.5-204 C.R.S.
  - d. Fingerprinting-juvenile under arrest-ordered by court, 19-2.5-207 C.R.S.
  - e. Search warrants-issuance-grounds, 19-2.5-205 C.R.S.
  - f. Search warrants-application, 19-2.5-206 C.R.S.
  - g. Consent to search, 19-2.5-202 C.R.S.
  - h. Duty of officer-screening teams-notification-release or detention, 19-2.5-303 C.R.S.
  - i. Limitations on detention, 19-2.5-304 C.R.S.

- j. Detention and shelter – hearing – time limits – findings – review – confinement with adult offenders – restrictions., 19-2.5-305 C.R.S.
  - k. Preliminary investigation, 19-2.5-201 C.R.S.
3. The student will understand the provisions of the Juvenile Justice and Delinquency Prevention (JJDP) Act and its application regarding custody separation/secure holding for juveniles. The student will understand sight/sound separation from adults and NOT holding juveniles securely for status offenses.
  4. The student will explain the impact that a child’s disability may have on investigating crimes involving the child.

**Required Source Material:**

*Colorado Revised Statutes, Title 19*

*Colorado’s Guide for Implementing the Core Protections of the Juvenile* (Colorado Department of Public Safety, Division of Criminal Justice), revised 2006

<http://hermes.cde.state.co.us/drupal/islandora/object/co%3A4572>

*An examination of the questioning styles of police officers and caregivers when interviewing children with intellectual disabilities*, The British Psychological Society, 2006, provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

*Think Change Course: Transforming the School to Prison Pipeline*, <https://www.thinkchange.academy/p/transforming-the-special-education-school-to-prison-pipline>

**F. Legal Liability**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will identify criminal charges and civil causes of action that may result from the improper performance of police duties.

**Specific Performance Outcomes:**

1. The student will explain the difference between civil and criminal liability.
2. The student will provide examples of the following types of civil actions:

- a. Negligent torts
  - b. Intentional torts
  - c. Constitutional torts
3. The student will examine the provisions of 13-21-131 C.R.S. (Civil action for deprivation of rights) and identify the types of claims involved and how the actions of a peace officer may affect liability and indemnification.
  4. The student will examine the provisions of 24-31-901 through 906 C.R.S. (Law Enforcement Integrity) and explain:
    - a. A peace officer's obligations with respect to incident recordings and the possible consequences for non-compliance with those obligations (24-31-902 C.R.S.);
    - b. The potential effect on a peace officer's P.O.S.T. certification resulting from criminal charges, civil liability, or internal investigations (24-31-904 C.R.S.); and
    - c. The protections afforded whistleblower officers (24-31-906 C.R.S.)
  5. The student will identify and provide examples of state and Federal criminal charges that may result from improper police actions.
  6. The student will examine the provisions of 18-8-801 to 804 C.R.S. and explain the reporting requirements contained therein.
  7. The student will explain the provisions of 18-1-707 (Use of Force by Peace Officers) and 24-31-905 C.R.S. (Prohibited LE Action in Response to Protests).
  8. The student will define terms involved in civil lawsuits, specifically:
    - a. Discovery and discovery methods
    - b. Vicarious liability
    - c. Supervisor liability
    - d. Governmental immunity (federal)
    - e. Governmental immunity (Colorado, 24-10-106 C.R.S.)

**Required Source Material:**

*Colorado Peace Officer's Legal Source Book, Chapter 16 [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]*

*Colorado Revised Statutes 13-21-131*

*Colorado Revised Statutes 18-8-801 through 18-8-804*

*Colorado Revised Statutes 24-10-101 through 24-10-114.5*

*Colorado Revised Statutes 24-31-901 through 24-31-906*

*Title VII of the Civil Rights Act of 1964*

*Title 42 USC section 1983*

*Title 18 USC Section 241*

*Title 18 USC Section 242*

## **G. Liquor Code**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will identify and explain violations of the Liquor and Beer Code.

### **Specific Performance Outcomes:**

1. The student will identify and explain the elements of and restrictions imposed in Title 44, Article 3 and Article, and the Colorado Code of Regulations specifically:
  - a. Colorado Beer Code
    - (1) Definitions (44-3-103 C.R.S.)
    - (2) Exemptions (44-3-106 C.R.S.)
  - b. Colorado Liquor Code
    - (1) Definitions (44-3-103 C.R.S.)
    - (2) Unlawful acts - exceptions (44-3-901 C.R.S.)
    - (3) Testing for intoxication by law enforcement officers (44-3-902 C.R.S.)
    - (4) Violations-penalties (44-3-904 C.R.S.)
    - (5) Duties of inspectors and police officers (44-3-905 C.R.S.)
  - c. Classes of Licenses and Permits
    - (1) 44-3-401 C.R.S.
  - d. Colorado Code of Regulations 1 CCR 203-2

2. The student will explain peace officer enforcement procedures for Code [Colorado Code of Regulations (CCR)] Violations.
3. The student will recognize the types of personal identification, which constitute an acceptable verification of age. (CCR 47-912)
4. The student will identify the different types of Colorado Retail Liquor/Beer Licenses and Permits as described in 12-47-401 C.R.S.

**Required Source Material:**

*Colorado Revised Statutes 12-46-101 through 107 and 12-47-101 through 907*

**Recommended Source Material:**

*Colorado Peace Officer's Handbook, Latest edition. Blue360 Media.*

**H. Controlled Substances: General**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will identify and explain violations of the Uniform Controlled Substance Act of 1992.

**Specific Performance Outcomes:**

1. The student will explain the definitions of controlled substances as described in 18-18-102 C.R.S.
2. The student will understand and explain the schedules of controlled substances as defined in 18-18-2 C.R.S., specifically:
  - a. Schedule I (18-18-203 C.R.S.)
  - b. Schedule II (18-18- 204 C.R.S.)
  - c. Schedule III (18-18- 205 C.R.S.)
  - d. Schedule IV–Repeal (18-18- 206 C.R.S.)
  - e. Schedule V (18-18- 207 C.R.S.)
3. The student will be familiar with the specific controlled substance offenses as defined in 18-18-4 C.R.S., specifically 18-18-404 through 18-18-430.5 C.R.S.

**Required Source Material:**

**Recommended Source Material:**

*Colorado Peace Officer's Handbook, Latest edition.* Blue360 Media.

**I. Controlled Substances Introduction to Marijuana**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand violations of Amendments 64 of the Colorado Constitution (Article XVIII, Section 14- Medical use of marijuana for persons suffering from debilitating medical conditions, and Section 16 - Personal use and regulation of marijuana)

**Specific Performance Outcomes:**

The student will explain:

1. Medical Use of Marijuana (Amendment 20), including:
  - a. CO Const. Article XVIII, Section 14
  - b. Definitions: medical marijuana, the marijuana registry, caregivers, licensed physician, patient
  - c. Amounts: by statute; doctor recommendation, use by minors. Exception from Criminal Law
  - d. Medical use of marijuana for persons suffering from debilitating medical conditions [18-18-406.3 (5)]
  - e. Marijuana Enforcement Division
2. Use and Regulation of Marijuana (Amendment 64), including:
  - a. CO Const. Article XVIII, Section 16
  - b. Definitions
  - c. Federal law considerations
  - d. Differences from medical marijuana
  - e. Grows: Medical and recreational safety hazards, what can be grown, and visibility
  - f. Applicable laws
    - (1) Distribution
    - (2) Distribution to minor



- (3) Cultivation
- (4) Possession
- (5) Open use
- g. Related Issues
  - (1) Edibles
  - (2) Forms of marijuana
  - (3) Black market/transportation and out of state seizures
  - (4) Internet-based distribution
  - (5) Butane extraction
  - (6) Impaired driving

3. **Instructor Qualifications:** The coverage of the 2-hour section on marijuana laws, regulations and investigative procedures will be instructed by persons who have successfully completed the 2-day “Marijuana Train-the-Trainer” course as designed by POST, or equivalent experience (Equivalent can be satisfied by 3 years in a full-time marijuana enforcement unit and approval by the POST marijuana curriculum manager. POST marijuana curriculum manager must observe instructor teaching the POST-approved curriculum as part of the approval process.).

**Required Source Material**

Colorado Revised Statutes 18-18-101 through 18-18-432

Colorado Peace Officer’s Handbook (Lexus Nexis Publishing)

1 CCR 212-1 Rules regarding the sales, manufacturing, and dispensing of medical marijuana (Colorado Department of Revenue, Marijuana Enforcement Division)

1 CCR 212-2, Permanent rules related to the Colorado retail marijuana code (Colorado Department of Revenue, Marijuana C-21 Return to Table of Contents Enforcement Division)

Colorado Peace Officer’s Statutory Source Book

Colorado Department of Public Health and Environment (CDPHE):  
<http://www.colorado.gov/pacific/cdphe/law-enforcement-medical-marijuana-registry>

CDPHE: Registry Portal Login

<https://medicalmarijuana.colorado.gov/state-co-entellittrak/>

Colorado Department of Agriculture

<https://www.colorado.gov/pacific/agplants/pesticide-use-cannabis-production-information>

Butane Hash Oil Explosion Video (Shortened)

[https://www.youtube.com/watch?v=3P\\_CEXRt010](https://www.youtube.com/watch?v=3P_CEXRt010)

## **J. Court Testimony**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the critical role that clear, complete and credible testimony plays in communicating facts to a judge or jury.

### **Specific Performance Outcome:**

1. The student will cite the importance of reviewing reports, personal notes, relevant training, policy, and other legal authority prior to testimony.
2. The student will recognize the ethical obligation to testify truthfully to the facts regardless of personal or professional bias.
3. The student will provide examples of the courtroom strategies used by prosecuting and defense attorneys and the appropriate responses to those strategies.
4. In a mock court scenario, the student will demonstrate professional courtroom demeanor while testifying in court, to include proper attire, courteous attitude, posture, and courtroom procedures.

**Recommendation:** The mock court may be scheduled to integrate with Report Writing, Crime Scene Documentation, Traffic Crash Documentation and Major Case Considerations to allow students to testify on their own investigations and reports in multiple contexts.

### **Required Source Material:**

*Colorado Peace Officer's Legal Source Book, Chapter 14* [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]

## **K. Identity Theft**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will have a basic understanding of the problem of identity theft and be able to share this knowledge with citizens.

**Specific Performance Outcomes:**

1. The student will define Identity Theft.
2. The student will identify ways to prevent identity theft based on how identities are stolen to include the theft of Social Security Number information.
3. The student will discuss the ways in which the elderly and persons with disabilities are more vulnerable to identity theft.
4. The student will explain steps in the reporting of identity theft and how victims can minimize losses.
5. The student will explain steps businesses can take to protect their customers from identity theft.
6. Given a series of fact patterns, the student will apply state and federal criminal statutes and civil regulations regarding identity theft.

**Required Source Material:**

Identity Theft; Colorado Attorney General’s Office

[www.stopfraudcolorado.gov/fraud-center/identity-theft.html](http://www.stopfraudcolorado.gov/fraud-center/identity-theft.html)

**Recommended Source Material:**

Identity Theft; Federal Trade Commission

<https://www.consumer.ftc.gov/topics/identity-theft>

<https://www.aarp.org/money/scams-fraud/info-2019/identity-theft.html>

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**III. HUMAN RIGHTS AND VICTIM’S RIGHTS**

**REQUIRED HOURS: 28**

**A. Victim’s Rights**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will explain the laws relating to victim rights and community resources available for crime victim's services.

**Specific Performance Outcomes:**

1. The student will identify the legal basis of law enforcement's responsibilities to victim's rights.
2. The student will explain rights granted to victims of crime by Victim's Rights Act, including but not limited to the legal requirements for providing victim's written notice.
3. The student will define law enforcement responsibilities to victims of crime, including persons with disabilities.
4. The student will recognize the benefits of developing relationships with disability advocacy organizations that can assist throughout the investigation.
5. The student will define the district attorney's responsibilities to victims of crime.

**Required Source Material:**

*Colorado Revised Statutes* 24-4.1-301 through 24.4.1-304 also known as the Victims' Rights Act.

*Colorado Constitutional Amendment Rights of Victims* (Amendment 16a)

Colorado Organization for Victims Assistance.

[www.coloradocrimevictims.org](http://www.coloradocrimevictims.org)

**B. Domestic Violence**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will be able to recognize and investigate an act of domestic violence.

**Specific Performance Outcomes:**

The student will demonstrate an understanding of:

1. Domestic Violence Definitions and Statutes
  - a. Definitions (18-6-800.3 C.R.S.)

- b. Domestic Violence – evidence of similar transactions (18-6-801.5 (1) C.R.S.)
  - c. Intimate relationship
    - (1) People v. Disher (No. 07SC1088, 224 P 3d 254)
2. Domestic Violence Dynamics
- a. Victim and offender characteristics
  - b. Power and control
  - c. Understanding trauma
  - d. Relationship history
  - e. Risk and lethality factors
    - (1) Sexual violence
    - (2) Strangulation
    - (3) Isolation
    - (4) Separation
    - (5) Threats of suicide
    - (6) Weapons
    - (7) Escalation
    - (8) VPO
3. Duties of peace officers (18-6-803.6 C.R.S.)
- a. Developing probable cause
  - b. Evidence collection, documentation, and follow-up
    - (1) Medical release forms
  - c. Predominate aggressor: four prong analysis
    - (1) Any prior complaints of domestic violence
    - (2) The relative severity of the injuries inflicted on each person
    - (3) The likelihood of future injury to each person
    - (4) The possibility that one of the persons acted in self-defense
      - (a) Consider offensive vs. defensive injuries
  - d. Dual arrest

- (1) Shelters and community resources
  - e. Involvement of children
    - (1) Persons required to report child abuse or neglect (19-3-304 C.R.S.)
    - (2) Child abuse (18-6-401 C.R.S.)
- 4. Protection orders
  - a. Criminal
  - b. Protection order against defendant (18-1-1001 C.R.S.) or by local ordinance
  - c. Civil [Procedure for permanent civil protection orders (13-14-106)]
  - d. Emergency Protection Order (13-14-103 C.R.S.)
  - e. Full faith and credit [Foreign protection orders (13-14-110 C.R.S.)]
  - f. Mandatory arrest probable cause [Crime of violation of a protection order (18-6-803.5 3 (b) C.R.S.)]
  - g. Notice to defendant/restrained party
    - (1) Permission language on the protection order
  - h. Firearms prohibition
    - (1) Criminal (18-1-1001 C.R.S.)
    - (2) Civil (13-4-102 (22) C.R.S.)
    - (3) Domestic violence – sentencing (18-6-801 (8) C.R.S.)
- 5. Working effectively with advocates
  - a. Law enforcement advocates
  - b. Community based advocates
  - c. Privilege [Who may not testify without consent (13-90-107 (1)(k) C.R.S.)]
  - d. Information, referrals, and support
  - e. Department policy
- 6. Interviews
  - a. Separate parties

- b. Interviews of the victim, children, suspect and witnesses
  - c. Evidence based investigation
    - (1) Look for corroborating evidence
    - (2) Identify other witnesses
  - d. Prior incidents
    - (1) Evidence of similar transactions (18-6-801.5 C.R.S.)
  - e. Benefits of recording
    - (1) Department policy
  - f. Cultural considerations during the interview
7. Special considerations
- a. Cultural/Religious
  - b. Sexual orientation/identification
  - c. Drugs and Alcohol
  - d. Mental Health
  - e. Person with disabilities and special needs
  - f. Children
  - g. Animal abuse
  - h. Elder Abuse
8. Strangulation
- a. Evidence collection, documentation, and follow-up
  - b. Visible and/or non-visible injuries
  - c. Charging considerations
  - d. Victim interview
    - (1) Questions specific to strangulation
9. Stalking (18-3- 602 C.R.S.)
- a. Definitions
    - (1) Credible threat
    - (2) Repeated
  - b. Serious emotional distress

- (1) Fear, stress and/or changes made by the victim as a result of the offender's conduct
  - c. Investigation
    - (1) Technology
    - (2) Stalking log
- 10. Report writing
  - a. Documenting the factual basis of the domestic violence
  - b. Documenting detailed contact information for all parties
  - c. Department policy
- 11. Officer safety concerns specific to domestic violence calls
  - a. Approaching the scene
  - b. Entering
  - c. Stabilizing
  - d. Awareness
  - e. Arrest
- 12. Witness intimidation

**Required Source Material:**

*Colorado Revised Statutes* 18-6-800.3 through 18-6-803.7

**Recommended Source Material:**

*Domestic Violence – A Coordinated Response Through Community Policing* [Colorado Coalition Against Domestic Violence (CACDV)]  
<http://ccadv.org/>

*Colorado Peace Officers Handbook, Latest edition.* Blue360 Media.

*A Typology of Domestic Violence: intimate terrorism, violent resistance, and situational couple violence* by Michael P. Johnson

*Violence Against Women.* Paul Thomas Clements, PhD, RN; Jennifer Pierce-Weeks, RN, SANE-P, SANE-A; Karyn E. Holt, PhD, CNM; A (Publisher: STM Learning, Inc.)

*Police and professionals' views and actions relating to domestic violence and women with intellectual disabilities,* Journal of Applied Research in Intellectual Disabilities, Wiley-Blackwell, 2018. provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>



## C. Bias Motivated Hate Crimes

**Required Minimum Hours: 4**

**General Learning Goal:** The student will discuss incidents of ethnic intimidation, hate crimes and responsibilities of peace officers relative to these crimes.

### **Specific Performance Outcomes:**

1. The student will identify the elements and classifications of Bias-Motivated Crimes, 18-9-121 C.R.S.
2. The student will explain the importance of prompt police response to “hate crimes”, to include but not limited to accurate and thorough evidence gathering, report writing, intervention and follow up.
3. The student will explain the dynamics of prejudice, including, but not limited to the:
  - a. Impact of hate crimes upon their victims
  - b. Meaning and causes of prejudice
  - c. Relationship between stereotyping and prejudice
4. The student will discuss the legal provisions and terms pertaining to bias crimes, ethnic intimidation, and civil damages.
5. The student will explain the roles of the officer responding to a hate crime incident.
6. Given fact patterns, the student will determine whether there is sufficient cause to believe that a hate/bias crime has been committed.
7. The student will describe the impact of hate crimes on victims, the victim’s families, and the community.
8. The student will explain that CRS 18-9-111 broadened the definition of a bias-motivated hate crime to include physical, cognitive, or mental disability.

**Required Source Material:**

*Colorado Revised Statutes*, 18-9-111

*Colorado Revised Statutes*, 18-9-121

*FBI/U.S. Department of Justice Civil Rights Program*,

<https://www.justice.gov/hatecrimes>. Sections 1981,1981a, 1982, 1983.

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**D. Interaction with Special Populations**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand the laws protecting the rights of persons with disabilities in order to serve all individuals to whom the law applies.

**Specific Performance Outcomes:**

1. The student will explain the protections afforded to persons with disabilities under the Americans with Disabilities Act and why they were needed, including but not limited to providing effective communication and reasonable accommodations for people with disabilities.
2. The student will define disability as defined by the Americans with Disabilities Act. 42 U.S. Code § 12102 - Definition of disability.
3. The student will describe behavior that may be indicative of persons with special needs requiring peace officer intervention. These persons include but are not limited to the mentally ill, the elderly and the physically impaired.
4. The student will identify signs of abuse, neglect, and inadequate care.
5. The student will identify the key provisions that impact law enforcement of the following federal and state laws enacted to protect the rights of persons with disabilities including, but not limited to:
  - a. Americans with Disabilities Act, Title II

- b. Section 504 of the Rehabilitation Act of 1973 and Title VI of the Civil Rights Act regarding “disparate impact.”
  - c. Applicable Colorado Statutes
- 6. The student will recognize indicators that could lead an officer to believe an individual is:
  - a. a danger to self
  - b. dangerous to others
  - c. gravely disabled
- 7. The student will identify specific provisions of the law which apply to persons with disabilities concerning public access and the use of service animals.
- 8. The student will describe the types of safety nets, service providers, and resources to assist persons with disabilities, their families, friends, and caregivers.
- 9. In a practical application, the student will recognize the impact of a peace officer when interacting with a person with a disability.
- 10. In practical applications, the student will interact with people with disabilities in a variety of commonly encountered situations. Situations will include:
  - a. Auditory disabilities
  - b. Visual disabilities
  - c. Physical disabilities, such as epilepsy
  - d. Intellectual and Developmental Disabilities,
  - e. Cognitive Disabilities, such as dementia, autism, learning disability, or brain injury.
- 11. **Instructor Qualifications:** This course should be instructed by persons with a foundation in issues regarding the disability community.

Note: Practical applications may include a panel discussion, videos, written scenarios, or role play. It is valuable to include role players with lived experience provided this can be done safely and effectively and to include representatives of the disabled community.

### **Required Source Material:**

*Americans with Disabilities Act*, [www.ada.gov](http://www.ada.gov)

*ADA Update: A Primer for State and Local Governments*

[https://www.ada.gov/regs2010/titleII\\_2010/title\\_ii\\_primer.html#generalnonreq](https://www.ada.gov/regs2010/titleII_2010/title_ii_primer.html#generalnonreq)

CRS 24-34-803 Rights of individuals with service animals

Commonly Asked Questions About the Americans with Disabilities Act And Law Enforcement, [https://www.ada.gov/q%26a\\_law.htm](https://www.ada.gov/q%26a_law.htm)

### **Recommended Source Material:**

*Ready San Diego First Responder Access & Functional Needs Training Series*

<https://www.youtube.com/playlist?list=PLxNmLzgMtRHPFQ35Z83jvUdFMPmpJDKWh>

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit

Disability Law History, <https://disabilitylawco.org/resources/disability-law-history>

*Service, Therapy, and Emotional Support Animals*, 44 Colo. Law. 69 (July 2015).

## **E. Interacting with Individuals in Mental Health Crisis**

**Required Minimum Hours: 4**

**General Learning Goal:** To train peace officers who can identify persons with mental illness and handle situations involving persons in crisis effectively.

### **Specific Performance Outcomes:**

1. The student will identify behaviors of mental illness to aid in responding to mental illness related crises.
2. The student will recognize that, in itself, a mental health crisis or disability is not criminal in nature and that a more lasting solution is to divert those persons away from the criminal justice system.

3. The student will recognize behavioral cues that may make it necessary to isolate, contain, and assess a person in crisis, for their own safety.
4. In a practical application, the student will apply verbal and non-verbal strategies when responding to a person in crisis that may allow for de-escalation of emotion and more successful resolutions.
5. The student will identify people with suicidal or homicidal ideations.

**Recommended Source Material:**

Mental Health First Aid (MHFA)

American Psychological Association Diagnostic and Statistical Manual of Mental Health Disorders (DSM-5)

National Alliance on Mental Illness (NAMI) Resource Guides

National Institute on Mental Illness Brochures/Fact Sheets

Crisis Intervention Training

Integrating Communications, Assessment and Tactics (ICAT-Police Executive Research Forum)

Columbia-Suicide Severity Rating Scale (C-SSRS),

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**IV. COMMUNITY INTERACTION**

**REQUIRED HOURS 4**

**A. Community Policing**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will learn about community policing and the necessary elements for implementation of community policing practice and philosophy. The student will recognize community partnerships as an integral component in community policing and problem solving.

**Specific Performance Outcomes:**

1. The student will define community policing, identify core components, and evaluate the effectiveness of community policing philosophies and strategies to reduce crime and disorder.
2. The student will analyze roles of the law enforcement organization and the line officer in community policing.
3. The student will identify how to build and sustain productive partnerships with community advocacy organizations and other resources for problem solving.
4. The student will recognize that a community is not a monolith but is comprised of multiple interests and viewpoints that should be considered and respected.
5. The student will recognize that enforcement action is not always necessary or beneficial to solve a community problem.

**Recommended Source Material:**

*Collaboration Toolkit: How to Build, Fix and Sustain Productive Partnerships*, Rinehart, Laszlo and Briscoe (U.S. Department of Justice)

*Community Policing: A Contemporary Perspective*, Bucqueroux and Trojanowicz (Anderson Publishing)

*Understanding Community Policing: A Framework for Action* (Bureau of Justice Assistance)

*Introduction to the Special Issue on policing and the community. Behav. Sci. Law. 2019; 37:633–635. <https://doi.org/10.1002/bsl.2445>, provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>*

**B. Problem Solving/Crime Prevention**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will learn about problem-oriented policing and how to use a problem-solving model to mitigate the risk of crime in the community.

**Specific Performance Outcomes:**

1. The student will identify problem solving opportunities for the line officers.

2. The student will apply the crime prevention triangle as a means of problem analysis for recurring problems of crime and disorder and recognize that crime or disorder results when an offender has the ability, opportunity, and a target.
3. The student will discuss strategies for developing effective partnerships between the police and the community in the problem-solving process.
4. The student will recognize that at-risk populations can be more vulnerable to victimization.
5. Given a series of crime opportunities, create a plan to mitigate the risk using risk management strategies and a problem-solving model.

**Recommended Source Material:**

*ASU Center for Problem-Oriented Policing,*  
<https://popcenter.asu.edu/content/what-pop>

*Assessing Responses to Problems: An Introductory Guide for Police Problem-Solvers,* Eck (U.S. Department of Justice)

*Problem Solving Tips – A Guide to Reducing Crime and Disorder Through Problem Solving Partnerships,* Schmerler, Perkins, Phillips, Rinehart, Townsend (U.S. Dept. of Justice)  
<http://www.cops.usdoj.gov/pdf/e05021544.pdf>

*Tackling Crime and Other Public Safety Problems: Case Studies in Problem Solving,* Sampson, Rana and Scott (U.S. Dept. of Justice)

*Using Analysis for Problem Solving – A Guidebook for Law Enforcement* (U.S. Department of Justice)

**V. PATROL PROCEDURES**

**REQUIRED HOURS: 90**

**A. Patrol Observation and Perception**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will analyze and interpret information gathered during patrol operations, differentiate between proactive and reactive patrol, and demonstrate different patrol methods.

**Specific Performance Outcomes:**

1. Differentiate between proactive and reactive patrol and the strengths and weaknesses of each approach.
2. Recognize the factors that can affect patrol officer's perception skills.
3. Using case studies or scenario-based exercises, the student will identify various information sources.
4. Using case studies or scenario-based exercises, the student will determine an effective course of action or patrol strategy when encountering suspicious or criminal circumstances during various times of day and week.

**Recommended Source Material:**

*Police Operations Theory and Practice*. Latest Edition. Hess, Orthmann, and Cho. (Cengage Learning)

*Police Patrol Operations and Management*, Hale (Prentice-Hall Publishing), 2003

*The Ultimate Guide: Twenty-first century patrol officers tactical field manual; Fountain, 2020*

*Street Survival II: Tactics for Armed Encounters*, Adams, Marcou and Remsberg Calibre Press 2018

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg, Calibre Press 2018

*The President's Task Force on 21<sup>st</sup> Century Policing*, DC Office of Community Policing Services, 2015

**B. Officer Survival**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand the mental, physical and tactical preparations required to survive on the job.

**Specific Performance Outcomes:**

1. Examine the circumstances in which peace officers are killed in order to recognize the elements of police combat confrontations.



2. Identify techniques for mental and physical preparation necessary to respond to critical incidents to include:
  - a. Crisis rehearsal
  - b. Positive self-talk
  - c. Physical fitness
  - d. Mental wellness
3. Describe an officer's focus of attention by using the awareness spectrum and the triad of tactical thinking.
4. Explain the importance of tactical readiness through officer competency and equipment readiness.
  - a. physical conditioning
  - b. emotional/mental health
  - c. equipment readiness/competency
5. Identify the decision-making process during a use of force.
6. Recognize the pre-attack indicators offenders may display prior to an attack on officers.
7. Evaluate the "Deadly Errors" and the "Fatal Tendencies" for maintaining officer safety.

**Recommended Source Material:**

*"Annual Report of Law Enforcement Officers Killed & Assaulted"*, FBI  
[www.fbi.gov](http://www.fbi.gov)

*Street Survival II: Tactics for Armed Encounters*, Remsburg, Marcou, Glennon (Calibre Press) 2018

*Tactics for Criminal Patrol*, Remsburg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsburg (Calibre Press) 2018

*Deadly Force Encounters (Second Edition)*, Artwohl, Christensen

*Officer Down Code 3*, Brooks (Motorola Teleprograms Inc)

*Force Science Institute*

**C. Pedestrian Contacts**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will demonstrate the legal and tactical aspects for safely contacting pedestrians while minimizing officer risk.

**Specific Performance Outcomes:**

1. Using field-based scenarios, demonstrate the ability to legally and safely approach a pedestrian or suspect, including people with disabilities while alone or with another officer.
2. Distinguish between consensual, reasonable suspicion detention, and Terry stop and frisk.
3. Explain contact and cover roles.
4. Effectively communicate with a pedestrian or suspect through the use of field-based scenarios, including but not limited to using a conversational versus commanding tone; asking pertinent identification questions, (i.e., name, date of birth, address, phone number), as well as pointed investigative questions.
5. Distinguish between behaviors that can be the result of a disability which might be similar to signs of intoxication, such as inconsistent responses or non-responsiveness to questions, coordination issues, heightened agitation, or inability to focus.
6. During field-based scenarios, recognize signs of deception when in contact with subjects, including but not limited to: repeated questions, vague answers, contradictory answers, and provable lies.
7. During field-based scenarios, recognize emotional and physical behavioral warning signs and how to react to them, including but not limited to: glances at officer weapon, looking for escape routes, rigid posture, clinched fists, etc.
8. Discuss the inherent dangers of foot pursuits, such as tripping, ambush, getting lost, fatigue, etc., and tactics that will reduce the risk of assault during a foot pursuit.
9. Demonstrate the proper use of an offensive and defensive posture during role-plays.

10. Document the contact in an accurate written report including required demographic information.

**Recommendation:** Incorporate information from Verbal Communication, ACT, Ethics, and other related courses.

**Recommended Source Material:**

*Police Operations: Theory and Practice*, Hess and Wroblewski (Thomson Wadsworth Publishing)

*Police Patrol Operations and Management*, Hale (Prentice-Hall Publishing)

*Tactics for Criminal Patrol*, Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press) 2018

*Street Survival II: Tactics for deadly force encounters*, Remsberg, Marcou, and Glennon (Calibre Press) 2018

<https://calibrepress.com/2020/10/more-on-preattack-indicators/>  
<https://calibrepress.com/2019/07/10-non-verbals-all-officers-should-be-able-to-recognize-interpret/>

CRS 24-31-903

*How to Identify Hidden Disabilities*, The Arc's National Center on Criminal Justice and Disability. <https://www.thearcofil.org/national-center-on-criminal-justice-disability/>

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**D. Gangs**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will develop a basic understanding of modern street gangs, gang prevention and enforcement strategies, officer safety when dealing with gang members or associates, and the means for determining if an individual is a member of a gang.

**Specific Performance Outcomes:**

1. Become familiar with the history of street gangs, how and why they are formed, and the psychological, socioeconomic, and sociological motivators for gang membership.

2. Recognize local and national gang paraphernalia, clothing, graffiti, and their meaning.
3. Cite strategies for gathering gang intelligence.
4. Use several methods for determining gang involvement.
5. Describe officer safety tactics when confronting or contacting suspected gang members.

**Recommended Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthmann, and Cho (Centage Learning)

*Police Operations: Theory and Practice,* Hess and Wroblewski (Thomson Wadsworth Publishing)

**E. Vehicle Contacts, Stops and Searches**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will learn how to conduct unknown risk vehicle contacts, high risk vehicle contacts, unknown risk contacts that turn into high-risk contacts, and how to determine the appropriate tactics for each type of contact. The student will recognize the elements and tactics necessary to conduct a legal, safe, and effective search of a vehicle, including the communication necessary to affect a stop and search.

**Specific Performance Outcomes:**

1. Examine the setup of unknown risk and high-risk traffic contacts using appropriate tactics and officer safety.
2. Determine how the driver communicates/interacts and what methods of communication are most effective, (i.e. adaptive devices, interpreters, etc.).
3. Distinguish between-behaviors that are the result of a disability which might be confused with indicators of intoxication, such as inconsistent responses or non-responsiveness to questions, coordination issues, heightened agitation, or inability to focus.

4. In practical exercises, demonstrate the ability to change from an unknown risk vehicle contact to a high-risk vehicle contact when circumstances dictate.
5. In practical exercises, select the appropriate tactics and resources to use based upon the environment and circumstances of the contact.
6. The student will explain the requirements and restrictions for a lawful search of a vehicle and seizure of evidence in the following situations:
  - a. with consent
  - b. incident to arrest
  - c. items in plain view
  - d. with a search warrant
  - e. with probable cause
  - f. inventory searches
7. Through field exercises, the student will demonstrate the search of a vehicle using appropriate officer safety considerations to:
  - a. Remove and control occupants
  - b. Systematically examine the vehicle's exterior and interior, identifying common hiding places for contraband
8. The student will document the event in a written report.
9. The student will demonstrate ways to interact with both drivers and passengers with disabilities, including:
  - a. Interacting with someone with an auditory disability during a traffic stop.
  - b. Safely removing a driver or passenger from a vehicle with a physical disability, including both cooperative and uncooperative subjects.
  - c. How to recognize and interact with someone with a cognitive disability.

**Required Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthmann, and Cho (Centage Learning)

*Police Operations Theory and Practice*. Latest Edition. Hess, Orthmann, and Cho. (Cengage Learning)

**Recommended Source Material:**

*Street Survival: Tactics for Armed Encounters*, Adams, McTernan and Remsberg (Calibre Press) 2018

*Tactics for Criminal Patrol*, Remsberg (Calibre Press) 2018

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press) 2018

*The Ultimate Guide – Twenty First Century Patrol Officers Tactical Field Manual: Skills, Tactics, and Techniques*. Fountain. 2020. (Independent Press).

International Association of Chiefs of Police (IACP). Training Key 440: “Police Communications in a Traffic Stop”.

IACP. Training Key 608: “Motor Vehicle Stops and Searches: Brief Summary of Laws”.

IACP. Training Key 527: “Professional Traffic Stops”.

*How to Identify Hidden Disabilities, The Arc’s National Center on Criminal Justice and Disability*. <https://www.thearcofil.org/national-center-on-criminal-justice-disability/>

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**F. Building Searches**

**Required Minimum Hours: 12**

**General Learning Goal:** The student will understand tactics needed to properly, thoroughly, and safely search and clear buildings using all available resources.

**Specific Performance Outcomes:**

1. Demonstrate various building search tactics.
2. Through field exercises, adapt searching techniques to various search scenarios.
3. Demonstrate the proper application of various equipment used in building searches.

**Recommended Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthman, and Cho (Centage Learning)

*Police Operations Theory and Practice.* Latest Edition. Hess, Orthmann, and Cho. (Cengage Learning)

*Street Survival: Tactics for Armed Encounters,* Adams, McTernan and Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol,* Remsberg (Calibre Press) 2018

**G. Handling In-Progress Calls**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand the hazards involved with in-progress calls and describe proper procedures in responding to and handling the calls safely.

**Specific Performance Outcomes:**

1. Explain the factors to be considered in responding safely to in-progress calls, including:
  - a. information and intelligence gathering
  - b. response strategy, including route selection
  - c. cover/concealment
  - d. nature of crime
  - e. tactical aspects
  - f. control
  - g. containment
  - h. isolate and neutralize/reduce threats
2. Through scenarios, demonstrate and explain tactical and legal considerations involved in handling in-progress calls.

**Recommendation:** Incorporate C.R.S. requirements and search and seizure rules such as probable cause, arrest, search, reasonable suspicion, stop and frisk, ethics and de-escalation techniques in the initial discussions and debriefs for the scenarios.

**Recommended Source Material:**

*“Annual Report of Law Enforcement Officers Killed & Assaulted”*, FBI [www.fbi.gov](http://www.fbi.gov)

*Colorado Peace Officer’s Handbook*, Latest edition. Blue360 Media.

*Street Survival: Tactics for Armed Encounters*, Remsberg, Marcou and Glennon (Calibre Press) Latest Edition

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press) 2018

**H. Civil Disputes**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate the ability to successfully identify, assess and assist in a non-criminal dispute.

**Specific Performance Outcomes:**

1. Differentiate between criminal matters and civil disputes.
2. Demonstrate the officer safety techniques required to safely handle a civil dispute.
3. Discuss the practical and legal issues commonly encountered in a civil dispute.
4. Define conflict resolution techniques and problem-solving strategies required to successfully handle civil disputes.
5. Differentiate between various types of civil disputes and the techniques required to handle each, including:
  - a. landlord-tenant disputes
  - b. liens
  - c. restraining orders
  - d. child custody disputes including where a child is disabled, and one parent can’t care for the child
  - e. repossessions
  - f. bail bondsman issues
  - g. disputes regarding disability access and what to do when someone is denied access to a public accommodation (ADA Title III)



6. Resolve disputes where there is a disabled or elderly person who cannot be removed or who requires a caretaker.

**Recommended Source Material:**

*Colorado Civil Process: Law, Practice and Procedure*, Rosenberg,  
District Attorneys Council (CDAC)

*Police Field Operations*, Adams (Prentice-Hall)

*Legal Source book chapter 15*

**I. Crowd Control**

**Required Minimum Hours: 6**

**General Learning Goal:** The student will demonstrate knowledge of the behavior of crowds and appropriate law enforcement response to large group activities, including lawful assemblies, civil disobedience and large-scale disturbances and riots.

**Specific Performance Outcomes:**

1. Explain the constitutional guarantees governing the rights of citizens to engage in group activities, including lawful demonstrations to include:
  - a. First Amendment rights and limitations related to lawful assembly and freedom of association.
  - b. First Amendment rights and limitations related to types of speech to include threats, fighting words, symbolic speech, and political speech.
  - c. What generally constitutes a traditional public forum?
2. Describe the psychological influences on crowds and the warning signals of civil disobedience.
3. Explain the tactics and procedures for utilizing mobile field force to include:
  - a. Crowd Dispersal Notifications
  - b. Arrest team utilization
  - c. Protestor devices
4. Through field exercises, demonstrate the tactics required to control an unruly crowd, including crowd control formations.

5. Explain the law and procedural requirements associated with:
  - a. § 24-31-905 C.R.S. – Prohibited law enforcement action in response to protests.
  - b. § 18-9-101 C.R.S. – 108.5

**Recommended Source Material:**

Colorado Revised Statutes

U.S. Const. Amend I.

Colo. Const. Art. II, Section 10

*Police Field Operations*, Thomas F. Adams, 8<sup>th</sup> Edition, Copyright 2014. (Pearson)

*Police Operations Theory and Practice*, Karen M. Hess, Ph.D., Christine H. Orthmann, Henry Lim 6<sup>th</sup> Edition, Copyright 2014. (Thomson Wadsworth Publishing)

Criminal Intelligence Coordinating Council, Recommendations for First Amendment-Protected Events for State and Local Law Enforcement Agencies (U.S. Department of Justice, 2011) (<https://bja.ojp.gov/library/publications/recommendations-first-amendment-protected-events-state-and-local-law>)

Crowd Management, Law Enforcement Policy Center April 2019 (International Association of Chiefs of Police) (<https://www.theiacp.org/resources/policy-center-resource/crowd>)

The First Amendment: Freedom of Speech (Thomson Reuters, 2012)

Feiner v. New York, 340 U.S. 315 (1951).

Cohen v. California, 403 U.S. 15, 20 (1971).

United States v. Cruikshank, 92 U.S. 542, 552 (1876).

Brandenburg v. Ohio, 395 U.S. 444 (1969).

Hess v. Indiana, 414 U.S. 105 (1973).

City of Colo. Springs v. 2354 Inc., 896 P.2d 272 (Colo. 1995).

Trades Council v. Harper Constr. Co., 134 Colo. 469, 307 P.2d 468 (1957).

Hague v. Committee for Industrial Organization, 307 U.S. 496 (1939)

**J. Hazardous Materials**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will recognize a hazardous materials incident and demonstrate understanding of the responsibilities of first responders.

**Specific Performance Outcomes:**

1. Describe the types, classes, and risks of hazardous materials.
2. Explain the proper safety tactics for handling a hazardous materials incident.

**Recommended Source Material:**

*Emergency Response Guidebook*, U.S. Dept. of Transportation

*Hazardous Materials Field Guide*, Bevelacqua and Stelp (Cengage Learning)

*Hazardous Materials: Regulations, Response & Site Operations*, Gantt (Cengage Learning)

**K. Area Searches and Perimeters**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of how to set up a search perimeter and safely conduct an outside area search.

**Specific Performance Outcomes:**

1. Explain the principles involved in setting up a perimeter and formulating search plans for locating people.
2. Through scenarios, set up perimeters and conduct area searches using appropriate resources, tactics, and officer safety measures.

**Recommended Source Material:**

*Criminal Investigation, Latest Edition*. Hess, Orthmann, and Cho (Cengage Learning)

*Police Operations: Theory and Practice*, Hess and Wroblewski (Thomas Wadsworth Publishing)

*Street Survival: Tactics for Armed Encounters*, Adams, McTernan and Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

**L. Response to Hostage and Barricaded Subject Incidents**  
**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand the responsibilities of a first responder at a hostage-taking or barricaded gunman incident.

**Specific Performance Outcomes:**

1. Describe the process of intelligence-gathering and tactical planning at the incident scene.
2. Explain perimeter and containment responsibilities and the philosophy governing that mission.
3. Describe the impact of crisis stress on victims of a hostage situation and their actions in response to law enforcement.

**Recommended Source Material:**

*Never Split the Difference*, Chris Boss, 2016

*Criminal Investigation, Latest Edition*. Hess, Orthmann, and Cho (Cengage Learning)

*Police Operations Theory and Practice*. Latest Edition. Hess, Orthmann, and Cho. (Cengage Learning)

*Street Survival: Tactics for Armed Encounters*, Adams, McTernan and Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

*FBI Law Enforcement Bulletin 2014/2011*,

<https://leb.fbi.gov/2014/march/crisis-or-hostage-negotiation-the-distinction-between-two-important-terms>

<https://leb.fbi.gov/2011/july/police-negotiations-with-war-veterans-seeing-through-the-residual-fog-of-war>

*Hostage-Taking and Crisis Negotiations and various other resources*, National Tactical Officers Association (NTOA) <http://ntoa.org/>

*U.S. Department of Justice: Federal Bureau of Investigation (FBI), Critical Incident Response Group, Crisis Negotiation Unit (CNU) & Hostage Rescue Team (HRT)*

*U.S. Department of Justice: Federal Bureau of Investigation (FBI), CNU Database, Hostage Barricade Database System (HOBAS)*

## **M. Rapid Emergency Deployment**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will demonstrate, through practical exercises, an understanding of Rapid Emergency Deployment.

### **Specific Performance Outcomes:**

1. Identify the type of incidents that prompted the development of the Rapid Emergency Deployment procedures.
2. Explain the concept of Rapid Emergency Deployment and the criteria required for Rapid Emergency Deployment to be implemented and the traits an active harmer may display.
3. Demonstrate individual and team tactics used in Rapid Emergency Deployment to successfully resolve an active harming incident.
4. Contrast the type of incidents that could require the application of Rapid Emergency Deployment tactics and those which would not.
5. Successfully complete team and single officer response scenario-based training exercises.

**Recommendation:** At least 75% of the class should be performance-oriented skill-building and scenarios using the crawl, walk, run approach.

### **Recommended Source Material:**

*Advanced Law Enforcement Rapid Response Training Center (ALERRT), study 2000-2013* (U.S. Department of Justice, FBI & Texas State University) <http://alertrt.org/>

*A Study of Active Shooter Incidents - Nov 2013* (Federal Bureau of Investigation, Critical Response Group) <https://www.fbi.gov/file-repository/active-shooter-study-2000-2013-1.pdf/view>

Remsburg, C., Marcou, D., Glennon, J. *Street Survival II*. Calibre Press Inc. 2018

Blair, J.P., Nichols, T., Burns, D., Curnutt, J.R. *Active Shooter Event and Response*. CRC Press. 2013

Blair, J.P., Martaindale, M.H. *Evaluating Police Tactics: An Empirical Assessment of Room Entry Techniques*. Anderson Publishing. 2014

**N. National Incident Management System/ Incident Command System (NIMS/ ICS)**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the benefit of the National Incident Management System and the Incident Command System as they pertain to the law enforcement role in handling major incidents.

**Specific Performance Outcomes:**

1. In the classroom, students will individually complete IS-100.C and IS-700.B and take the certification tests.
2. Develop an understanding of the common responsibilities of on-scene personnel and the on-scene resources needed to manage a complex incident.
3. Demonstrate an understanding of ICS through a practical exercise.

**Required Source Material:**

IS-100.C: Introduction to the Incident Command System, ICS 100  
<https://training.fema.gov/is/courseoverview.aspx?code=IS-100.c>

IS-700.B: An Introduction to the National Incident Management System <https://training.fema.gov/is/courseoverview.aspx?code=is-700.b>

**Recommended Source Material**

IS-200.C: Basic Incident Command System for Initial Response: *National Training Curriculum, National Incident Management System*, FEMA-NIMS Resource Center  
<https://training.fema.gov/is/courseoverview.aspx?code=IS-200.c>

**O. Biohazards Awareness**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand various biohazard threats and the measures to be used to minimize or prevent exposures.

**Specific Performance Outcomes:**

1. Recognize how law enforcement duties may expose an officer to various infectious agents.
2. Demonstrate safety measures, including protective equipment, to mitigate or prevent exposure to biohazards.
3. Describe appropriate post-exposure management procedures.

**Recommended Source Material:**

*Bloodborne Pathogen Standards*, OSHA Standards.

<http://www.osha.gov/SLTC/bloodborne pathogens/index.html>

*Defending the Homeland: Domestic Intelligence, Law Enforcement, and Security*, White (Wadsworth Publishing)

*Preparing for Biological Terrorism, an Emergency Service Guide*, Buck (Thomson Delmar Learning)

*Terrorism and Homeland Security*, White (Cengage Learning)

*Terrorism Handbook for Operational Responders*, Bevelacqua and Stilp (Thomson Delmar)

*The Counterterrorism Handbook*, Bolz Jr., Dudonis and Schulz (CRC Press)

## VI. TRAFFIC CONTROL

**REQUIRED HOURS 50**

### A. Traffic Code

**Required Minimum Hours: 8**

**General Learning Goal:** The student will learn elements of traffic code violations as defined in Title 42 C.R.S.

**Specific Performance Outcomes:**

1. The student will recognize elements of traffic code violations as defined in 42-2, 3 & 4 C.R.S., specifically:

## Article 2 – Drivers’ License

### Part 1: Driver’s License

42-2-101 C.R.S.: Licenses for drivers required

42-2-114 C.R.S.: Voluntary disability identifier symbol

42-2-115 C.R.S.: License, permit, or identification card to be exhibited on demand

42-2-119 C.R.S.: Notices – change of address or name

42-2-136 C.R.S.: Unlawful possession or use of license

### Part 2: Habitual offenders

42-2-206 C.R.S.: Driving after revocation prohibited

42-2-138 C.R.S.: Driving under restraint – penalty

### Part 3: Identification Cards

### Part 4: Commercial Drivers Licenses

## Article 3 – Registration and Taxation

42-3-103 C.R.S.: Registration required – exemptions

42-3-202 C.R.S.: Number of plates to be attached

42-3-203 C.R.S.: Standardized plate - rules

42-3-124 C.R.S.: Violation– penalty

## Article 4 – Regulation of Vehicles and Traffic

### Part 1: Traffic Regulations

42-4-107 C.R.S.: Obedience to police officers

42-4-108 C.R.S.: Public officer to obey provisions – exceptions for emergency vehicles

### Part 2: Equipment

### Part 6: Signals – Signs – Markings

### Part 7: Rights-of-way

### Part 8: Pedestrians

### Part 9: Turning – Stopping

### Part 10: Driving – Overtaking – Passing

### Part 11: Speed Regulations

### Part 12: Parking

### Part 14: Other offenses

### Part 15: Motorcycles

### Part 16: Accidents and accident reports



42-4-1601 C.R.S.: Accidents involving death or personal injuries – duties

42-4-1602 C.R.S.: Accident involving damage – duty

42-4-1603 C.R.S.: Duty to give notice, information, and aid

42-4-1604 C.R.S.: Duty upon striking unattended vehicle or other property

42-4-1605 C.R.S.: Duty upon striking highway fixtures or traffic control devices

42-4-1606 C.R.S.: Duty to report accidents

42-4-1607 C.R.S.: When driver unable to give notice or make written report

Part 19: School bus Requirements

42-4-1903 C.R.S.: School buses-stops-signs-passing

2. The student will recognize the purpose of the model traffic code, as adopted by local governments.

**Required Source Material:**

*Colorado Revised Statutes*, Title 42, Articles 2, 3, and 4

**B. Traffic Direction**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will learn vehicle and pedestrian traffic direction and regulation.

**Specific Performance Outcomes:**

1. The student will explain the motor vehicle law governing traffic direction.
2. The student will select proper positioning to maximize visibility while minimizing hazards to the officer.
3. The student will recognize the correct methods of giving the basic traffic direction signals of stop, start, and turn in both daytime and nighttime conditions.
4. The student will actively participate in a mock traffic direction scenario(s) or actual traffic direction, for a minimum of 15 minutes as an individual and 10 minutes as a team.

## C. Traffic Crash Documentation

**Required Minimum Hours: 16**

**General Learning Goal:** The student will properly document a crash using the state approved forms.

### **Specific Performance Outcomes:**

1. The student will explain the guidelines regulating the use of the Colorado Department of Revenue Form DR3447.
2. The student will define Traffic Crash.
3. The student will cite specific examples of when to use and when not to use a DR3447 to document a traffic crash.
4. The student will complete a DR3447 for a property damage or injury crash involving non-commercial vehicles.
5. The student will recognize the proper meaning of area of impact, cataclysm, commercial motor vehicle, controlled access highway, crosswalk, driveway access, non-collision fire, first harmful event, gore, highway interchange, intersection, motor vehicle, non-contact vehicle, non-vehicle, pedestrian, person, private property, road, roadway, traffic unit, and traffic way.
6. The student will recognize the proper meaning of the injury classifications listed on the DR3447.
7. The student will identify the crash scene perimeter and area of impact.
8. The student will choose those things that can be used to identify the area of impact, final vehicle position, and vehicle path of travel.
9. The student will complete a crash diagram, which will document the area of impact, vehicle path of travel, any path of difficulty, debris, roadway, and traffic control devices.
10. The student will measure the area of impact and all paths of difficulty.

**Recommended Source Material:**

*Manual on Classification of Motor Vehicle Traffic Accidents*, American National Standards Institute, Inc. (ANSI)

<https://crashstats.nhtsa.dot.gov/>

*Investigating Officer's Traffic Accident Report Manual*, Colorado Department of Revenue

**D. Standard Field Sobriety Testing and D.U.I. Enforcement**  
**Required Minimum Hours: 24**

**General Learning Goals:** The fundamental purpose of this training course is to foster DUI deterrence, (i.e., to dissuade people from driving while impaired by increasing the odds that they will be arrested and convicted). This training will help officers become more skillful at detection and description, make more DUI arrests, and obtain more convictions. These actions will lead to greater DUI deterrence through less impaired driving and fewer crashes, injuries, and deaths.

**Specific Performance Outcomes:**

Participants will learn to:

1. Recognize driving behaviors and other indicators commonly exhibited by impaired drivers.
2. Become better detectors and better describers by improving their knowledge, attitudes, and skills in detecting the impaired driver and articulating their observations.
3. Develop a better understanding of the tasks and decisions involved in the DUI detection process.
4. Recognize the magnitude and scope of DUI-related crashes, injuries, deaths and property loss, and other social aspects of the DUI problem.
5. Understand the deterrent effects of DUI enforcement.
6. Have a better understanding of the legal environment relevant to DUI enforcement and use of the three standardized field sobriety tests (SFST).

7. Know and recognize typical clues of alcohol impairment that may be detected during face-to-face contact with DUI suspects.
8. Know and perform the appropriate administrative procedures for the divided attention psychophysical tests.
9. Know and perform appropriate administrative procedures for the horizontal gaze nystagmus test.
10. Know and recognize typical clues of alcohol impairment that may be seen during administration of the SFSTs.
11. Understand the DUI prosecution requirements and their relevance to DUI arrest reporting.

**Instructor Qualifications:** SFST practitioner training must be taught by SFST instructors that meet all requirements of the State of Colorado Standards for the Standard Field Sobriety Instructor Testing (SFST) Program.

**Required Source Material:**

*Colorado Revised Statutes, Title 42*

*Colorado Standards for the SFST program*

[http://www.coloradodot.info/programs/alcohol-and-impaired-driving/documents/Field\\_Sobriety\\_test\\_standards.pdf](http://www.coloradodot.info/programs/alcohol-and-impaired-driving/documents/Field_Sobriety_test_standards.pdf)

*NHTSA 24hr SFST Student Manual*

<http://www.coloradodot.info/programs/alcohol-and-impaired-driving/law-enforcement/sfsttraining.html>

## VII. INVESTIGATIVE PROCEDURES

**REQUIRED HOURS 50**

### A. Preliminary Investigations

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand procedures for responding to a crime scene, conducting an initial crime scene investigation, interviewing victims, witnesses, and suspects, and conducting a follow up investigation.

**Specific Performance Outcomes:**

1. The student will describe factors that interfere with accurate reporting of information available prior to arrival on scene and how that may affect their response.
2. As the initial peace officer arriving on a crime scene, the student will determine the following:
  - a. If a crime has been committed, and the type of crime, or if the incident is civil.
  - b. Identification of the people on-scene and their role in the incident.
  - c. The immediate action to be taken and what notifications should be made.
  - d. The procedures necessary to establish a crime scene perimeter to protect the primary and any secondary scenes.
  - e. The procedures necessary to locate and isolate witnesses, including conducting a neighborhood canvass and locating any available video.
3. Given a series of fact patterns, the student will describe the actions to be taken from dispatch or observation of an incident though securing the scene and gathering the available information and evidence.

**Recommended Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthmann, and Cho (Centage Learning)

*Police Field Operations, Adams (Prentice-Hall) Latest Edition*

**B. Crime Scene Search**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand how to conduct an indoor and outdoor search of a crime scene.

**Specific Performance Outcomes:**

1. The student will identify basic search techniques including, but not limited to grid, strip, spiral or other systematic techniques designed to discover relevant evidence both in an indoor and outdoor setting.

**Required Source Material:**

*Criminal Investigation*, Hess, Orthmann, and Cho, Latest Edition.  
(Cengage Learning)

**C. Crime Scene Documentation**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand the correct recording, sketching, and photography techniques of processing a crime scene in mock crime scenes.

**Specific Performance Outcomes:**

1. The student will demonstrate basic crime scene photography techniques, to include the three views of the crime scene and camera positions.
2. The student will demonstrate basic crime scene note taking techniques, to include recorded narrative; detailed sequence of events; and evidence handling documentation.
3. The student will demonstrate the ability to do an indoor and outdoor crime scene sketch utilizing the methods of measurement such as triangulation, base line, or rectangular coordinates; the information contained in a legend; and the value of crime scene sketches relative to photographs.
4. Given a minimum of two crime scenes, the student will demonstrate investigative techniques, search the scene for pertinent evidence for that specific crime, photograph and sketch the scene, collect evidence, and prepare a written report.

**Required Source Material:**

*Criminal Investigations*, Hess, Orthmann, and Cho. 11<sup>th</sup> Edition 2017.  
(Cengage Learning)

**D. Identification and Collection of Evidence**

**Required Minimum Hours: 10**

**General Learning Goal:** The student will recognize the different types of physical evidence, identify their value in a criminal investigation, and demonstrate effective procedures for evidence collection and preservation.

### **Specific Performance Outcomes:**

1. The student will describe the value of more commonly encountered evidentiary items found at a crime scene including but not limited to:
  - a. Latent fingerprints
  - b. Bullets
  - c. Shell casings
  - d. Tool Marks
  - e. Hair and fibers
  - f. Documents
  - g. Body fluids
  
2. The student will demonstrate effective methods and techniques for collecting evidence, including but not limited to:
  - a. Maintaining admissibility through chain of custody
  - b. Marking, packaging and documenting custody
  - c. Safely preserving evidence
  - d. Locating, dusting, photographing, and lifting latent fingerprints
  
3. The student will describe and/or demonstrate proper collection and retention techniques, practices, and protocols for evidence that may contain Biological or DNA evidence, including but not limited to:
  - a. Additional handling requirements due to increase sensitivity of DNA evidence
  - b. Sources, locations, and limitations of DNA evidence
  - c. The importance of elimination and reference samples
  - d. The role that the Combined DNA Index System (CODIS) has in criminal investigations and how it is used to solve crimes

### **Recommended Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthmann, and Cho (Centage Learning)

*Guidelines for the Documentation, Collection and Preservation of Evidence, Arndt (Colorado Bureau of Investigation)*

**E. Identification of Suspects**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the more common methods and sources of information used to identify suspects.

**Specific Performance Outcomes:**

1. The student will identify sources of information, which would aid in identifying and locating suspects or witnesses to include but not limited to:
  - a. Field identification
  - b. Mug shots
  - c. Photo identification line-ups
  - d. Physical line-ups
  - e. Modus operandi
  - f. Police and other agency files
  - g. Composite drawings/sketches
  - h. Informants

**Recommended Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthman, and Cho (Centage Learning)

*Colorado Peace Officer's Legal Source Book*, Chapter 10 [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]

**F. Sexual Assault**

**Required Minimum Hours: 6**

**General Learning Goal:** The student will understand the complicated dynamics of sexual assault and be prepared to professionally respond to, and investigate, sexual offenses.

**Specific Performance Outcomes:**

1. The student will discuss:
  - a. Patrol response to Sexual Assault Calls



- b. Societal influence on Sexual Assault investigations
  - c. Assaults on persons with a disability
  - d. Consent
  - e. Offender Behavior
  - f. Victim Trauma
  - g. Working effectively with Victim Advocates
  - h. Victim Interview
  - i. Evidence Collection
  - j. Forensic Medical Examinations
  - k. Drug Facilitated Sexual Assault
  - l. Suspect Interview
  - m. Follow-up Investigation Considerations
  - n. Rural Considerations (When Applicable)
2. Using victim and sexual assault dynamics, the student will distinguish between recantations, reports that lack sufficient evidence for prosecution, and actual false reports and recognize the need for corroboration.
  3. The student will recognize that a cognitive or intellectual disability may prevent a knowing consent.

**Required Source Material:**

Colorado Revised Statutes

**Recommended Source Material:**

Colorado Coalition Against Sexual Assault (CCASA), Colorado Reporting Options <http://www.ccasa.org/>

*End Violence Against Women International*, <http://www.evawintl.org/>

Sexual Assault Investigative Guidelines, [International Association of Chiefs of Police (IACP)]

Sexual Assault Supplemental report form, [International Association of Chiefs of Police (IACP)] <http://www.theiacp.org>

[www.ojjdp.ojp.gov](http://www.ojjdp.ojp.gov). *Child Forensic Interviewing Best Practices*

River Bridge Regional Center Mountain West SANE Alliance (What is a Forensic Examination?) <https://www.riverbridgerc.org/mwsa/>

Trauma Response: Dr. Rebecca Campbell, The Neurobiology of Sexual Assault (there are three parts, this is part 1/3:  
<https://www.youtube.com/watch?v=khUfN58RUo8> )

**G. Major Case Considerations**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will understand the procedures for conducting a basic investigation of a major case.

**Specific Performance Outcomes:**

1. The student will describe procedures to be followed at the scene of a major case, including but not limited to:
  - a. Robbery
  - b. Assault
  - c. Crimes against children
  - d. Death investigations
  - e. Burglary
  - f. Fraud/White Collar Crime
  - g. Computer related crime
  - h. Arson
  - i. Missing and Murdered Indigenous Relatives
  
2. The student will explain the need for sensitivity to the feelings of victims, survivors, and witnesses at a major crime scene.

**Recommended Source Material:**

*Colorado Sudden Infant Death Syndrome (SIDS) Program Brochures*  
<http://www.angeleyes.org/>

*Criminal Investigation, Latest Edition.* Hess, Orthman, and Cho  
Centage Learning)

*SIDS and SUID, Centers for Disease Control and Prevention* (Dept. of Health and Human Services)

*POST MMIR Instructor Guide 319.1 Resources* (Peace Officer Standards and Training)

## VIII. COMMUNICATIONS

**REQUIRED HOURS 34**

### A. Report Writing

**Required Minimum Hours: 24**

**General Learning Goal:** The student will understand the basic requirements of written communication in law enforcement.

**Specific Performance Outcomes:**

1. The student will explain the value of note taking and techniques crucial to writing complete and accurate reports.
2. The student will define the characteristics of effective law enforcement written communication.
3. The student will write clear, complete, concise, and grammatically correct reports on a variety of incidents.
4. The student will write a clear, complete, concise, and grammatically correct arrest affidavit, affidavit in application for a search warrant, and affidavit in support of warrantless arrests.
5. The student will observe scenario situations and transfer their observations into an accurate written format.

**Recommendation:** Schedule class in four six-hour blocks spaced throughout the academy to incorporate other courses' activities and exercises as material for reports. Requires coordination with other instructors.

**Recommended Source Material:**

*Report Writing for Law Enforcement* (Joseph N. Davis, LawTech Publishing Co., Ltd, January 15, 1998)

### B. Verbal Communication Techniques

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand effective communication techniques for interacting with people in multiple contexts and with various emotional states and disabilities.

### **Specific Performance Outcomes:**

1. The student will discuss effective techniques for communicating with individuals or groups and the differences between the two.
2. The student will explain how a traumatic experience can adversely impact a person's ability to clearly communicate.
3. The student will use effective techniques for defusing conflict and stress using interpersonal communication in reality-based training.
4. The student will describe the various communication considerations when dealing with diverse populations.
5. The student will describe adaptive verbal and non-verbal de-escalation strategies for people disabilities, including recognizing the need for sign language, interpreters, and interactive communication devices, for example a cell phone.

### **Recommended Source Material:**

*Crisis Intervention—Contemporary Issue for On-site Interveners*, Dr. Hendricks (Thomas Publishers)

*Verbal Judo: The Gentle Art of Persuasion*, Dr. Thompson (Quill)

*Communicating with People Who are Deaf or Hard of Hearing: ADA Guide for Law Enforcement Officers*,  
<https://www.ada.gov/lawenfcomm.htm>

*First Responder Tips for interacting with people with dementia*,  
[dementiatogether.org](http://dementiatogether.org)

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

## **C. Leadership**

**Required Minimum Hours: 2**

**General Learning Goal:** The students will understand why leadership is an integral component of the law enforcement profession, and the necessity for building future leaders.

### **Specific Performance Outcomes:**

1. The student will recognize the personality traits and behaviors desirable in a follower and a leader.
2. The student will explain the different types of power (referent, expert, legitimate, coercive and reward).
3. The student will define the difference between management and leadership.

**Required Source Material:**

*Leadership Theory and Practice*, Northouse, Ninth Edition, 2021), SAGE Publications Inc

**Recommended Source Material:**

*Leading Up: How to Lead Your Boss So You Both Win*. Useem. 2003. (Random House)

## **IX. WELLNESS TRAINING PROGRAM**

**REQUIRED HOURS: 30**

### **A. Introduction to Wellness**

**Required Minimum Hours: 2**

**General Learning Goal:** The students will understand why wellness is an integral component of the law enforcement profession, and the necessity of being in good physical condition.

**Specific Performance Outcomes:**

1. Recognize the impact that police work has on a healthy lifestyle.
2. Understand diet's impact on wellness.
3. Understand the importance of flexibility and the need for stretching as part of a workout routine.
4. Understand the importance of good body mechanics to avoid injury during a workout.
5. Know what percent of body fat is acceptable (by health standards).

**Recommended Source Material:**

*Cooper Institute Aerobics Program for Total Well Being*, Cooper (Bantam Books)

*Physical Fitness Assessments and Norms* (Cooper Institute)

## **B. Wellness Lab**

**Required Minimum Hours: 24**

**General Learning Goal:** The students will be introduced to stretching, resistance, aerobic, and anaerobic fitness training regimens.

### **Specific Performance Outcomes:**

1. The wellness lab will be supervised by an Academy Instructor, and each session will begin with a stretching and warm-up phase. Training should be broken into 1-hour increments, and each increment will consist of one of the following training sessions:
  - a. Resistance training such as CrossFit, weight training, or swimming
  - b. Aerobic exercise such as jogging, biking, or swimming
  - c. Anaerobic exercise such as sprints or interval training

**Note:** Lab training will consist of a variety of resistance, aerobic, and anaerobic training, not to exclude any of the before mentioned forms of fitness.

## **C. Stress and Trauma**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the concept of stress and its sources. The student will also understand the concept of traumatic stress.

### **Specific Performance Outcomes:**

1. The student will describe the emotional/psychological and physical responses to stress and how they may interfere with a peace officer's performance.
2. The student will identify stress management techniques.
3. The student will explain and discuss how stress reduction and communication techniques will enhance family and work-related relationships.

4. The student will differentiate between general and traumatic stress.
5. The student will explain and discuss several trauma recovery methods and know the signs and red flags associated with poor trauma resolution.

**Recommended Source Material Only:**

*Emotional Survival for Law Enforcement*, Gilmartin (E-S Press)

*Managing Police Stress*, Ford (The Management Advantage)

*Police Field Operations*, Adams (Prentice-Hall Publishing)

*Trauma Recovery Handbook: A Recovery Guide for Yourself, Your Colleagues, and Those You Love*, Slover & Tasci (Debra Tasci)

**X. TACTICAL CASUALTY CARE FOR LAW ENFORCEMENT  
REQUIRED HOURS: 8**

**A. Tactical Casualty Care - Lecture  
Required Minimum Hours - Lecture: 3**

**General Learning Goal:** Course participants will learn to apply life-saving medical actions in the context of a hazardous situation such as an active shooter, specific medical interventions, and skills to include:

1. Bleeding control with a tourniquet
2. Bleeding control with gauze packs or topical hemostatic agents
3. Opening an obstructed airway to allow the casualty to breathe
4. Recognition and treatment of open, sucking chest wounds
5. Recognition of life-threatening tension pneumothorax

**Specific Performance Outcomes:**

1. Understand the rationale for immediate action to obtain hemorrhage control (including external hemorrhage control, direct pressure and wound packing, early use of tourniquet for

severe hemorrhage, internal hemorrhage control by rapid evacuation, and transportation to major hospital/trauma center).

2. Describe the progressive strategy for controlling hemorrhage.
3. Describe appropriate airway control techniques.
4. Describe the tactically relevant indicators of shock.
5. Describe recognition and management of an open, sucking chest wound.
6. Describe the clinical presentation of a tension pneumothorax.

## **B. Skills Stations and Scenario Based Training**

**Required Minimum Hours – Skills Stations: 1**

**Required Minimum Hours – Scenario-Based Training: 4**

**General Learning Goal:** To apply the medical knowledge and skills taught during the didactic session in a series of case scenarios of gradually increasing complexity and stress.

### **Specific Performance Outcomes:**

1. Students will complete skills stations, such as applying a tourniquet and packing a wound, designed to learn application of techniques and equipment.
2. The student will take part in a minimum of one (1) scenario designed to reinforce the concept of self-care by demonstrating self-application of a tourniquet, first to their own arm and then to their own leg, in a one-on-one learning experience with an instructor.
3. The student will take part in a minimum of two (2) scenarios designed to simulate actual situations in which medical care will be performed and will demonstrate all skills taught. These scenarios will involve actors with simulated wounds and bleeding and distractions such as noise, smoke, and impaired vision, etc. all of which combine to enhance the skills application experience.
4. Unused scenario time may be used for CPR training.



**C. Instructor Ratio(s):**

Lecture: There must be at least one instructor for every 24 trainees during any lecture session (1:24 ratio).

Skills Stations: There must be at least two (2) instructors for any skills station session.

Scenario – Self-Care: There must be at least one instructor for every one (1) trainee for any self-application scenario training session (1:1 ratio).

Scenario – Care of Others: There must be at least two (2) instructors present for any scenario-based training session involving treatment of others.

**D. Instructor Qualifications:**

Minimum – Colorado State Certified EMT, paramedic preferred; and  
Must have successfully completed a Tactical Casualty Care-Law Enforcement First Response course (or equivalent).

**Recommended Source Material:**

*Pre-Hospital Trauma Life Support*, National Association of Emergency Medical Technicians (Jones & Bartlett Learning)  
<http://www.jblearning.com/catalog/9781284041736/>

*Pre-hospital Trauma Life Support – Military Edition*, National Association of Emergency Medical Technicians (Jones & Bartlett Learning) <http://www.jblearning.com/catalog/9781284041750/>

**RESERVE ACADEMIC TRAINING PROGRAM**  
*Effective July 1, 2023*

**MINIMUM REQUIRED  
HOURS**

Academic	117
Arrest Control	62
Firearms	72
<b>TOTAL</b>	<b>251</b>

Driving (optional)	44
<b>TOTAL with Driving</b>	<b>295</b>

**I. INTRODUCTION TO CRIMINAL JUSTICE SYSTEM**

**REQUIRED HOURS: 7**

**A. Authority of the Colorado Reserve Officer**

**Required Minimum Hours: 1**

**General Learning Goal:** The student will demonstrate an understanding of the statutory authority of a Colorado reserve peace officer.

**Specific Performance Outcomes:**

1. The student will describe the provisions of § 16-2.5-110 (1) C.R.S., which designates authority and training for duties, as well as its limits, while functioning as a Colorado reserve peace officer.
2. The student will explain the statutory provisions of "direct supervision" and "express direction" pursuant to 16-2.5-110(6)(a)(b) C.R.S.
3. The student will explain how the "Colorado Governmental Immunity Act", 24-10-4(a) and 24-10-106 C.R.S., applies to reserve officers as volunteers.

**Required Source Material:**

*Colorado Revised Statutes, 16-2.5-110 et seq.*

## B. Judicial Process

**Required Minimum Hours: 2**

**General Learning Goal:** The student will learn the elements of the judicial process and the role of law enforcement in the criminal justice system.

### **Specific Performance Outcomes:**

1. The student will examine the major goals of the criminal justice system:
  - a. Guarantee due process and equal justice
  - b. Reduce crime, fear of crime, and public disorder
  - c. Protection of life and property
  - d. Enforcement of laws
  - e. Improve the quality of life
2. The student will distinguish between the three components of the criminal justice system.
  - a. Law Enforcement
  - b. Courts (prosecution and adjudication)
  - c. Corrections
3. The student will explain the primary responsibilities of the following:
  - a. Federal supreme, appellate, and district courts
  - b. State supreme, appeals, and district courts
  - c. County and municipal courts
  - d. Attorneys-prosecuting and defense, public defenders
4. The student will define the steps in the judicial process from arrest to trial, as well as the steps in a trial and possible dispositions.
5. The student will explain the role of discretion at the law enforcement officer's level and the impact discretion has on the individual person as well as on the caseload for the overall criminal justice system.

**Required Source Material:**

*Colorado Peace Officer's Legal Source Book*, Section 12 (Colorado District Attorney's Council/Colorado Attorney General)

*Colorado Revised Statutes Title 16*, Articles 2,3,4, and 5  
Criminal Justice, Fagin (Prentice Hall)

**Recommended Source Material:**

*Colorado Courts at a Glance*, [www.cobar.org](http://www.cobar.org)

*Criminal Justice: Introductory Cases & Materials*, Skolnick, Feeley, McCoy (Foundation Publishing)

*Introduction to Criminal Justice*, Siegel and Worrall (Cengage Learning)

**C. Law Enforcement Ethics and Anti-Bias Policing**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department and community.

**Specific Performance Outcomes:**

1. The student will identify the ethical expectations of a peace officer-as they relate to the following groups:
  - a. Community
  - b. Victim, witnesses, suspect
  - c. Department
  - d. Governmental agencies
  - e. Fellow officers
2. The student will describe the importance of ethical conduct as it relates to the restrictions on accessing and releasing criminal justice information and associated penalties concerning the NCIC/CCIC system.
3. Using the Law Enforcement Code of Ethics, the student will analyze situations that present conflicting values.

4. The student will identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department, and community.
5. The student will describe the consequences of unethical/unprofessional conduct to the peace officer, department, and community.
6. The student will explain why an officer should respond to a co-worker's unprofessional conduct to include the duty to report excessive use of force and the duty to intervene.
7. The student will summarize the impact of the landmark case decision in *Brady v Maryland* (1973) on law enforcement.
8. The student will define:
  - a. Diversity
  - b. Stereotype
  - c. Prejudice
  - d. Discrimination
9. The student will identify personal, professional, and organizational benefits of valuing diversity within the community and law enforcement.
10. The student will discuss situations illustrating the intersection of race, gender, and disability, and their impact on law enforcement.
11. The student will examine cultural biases and beliefs regarding people with disabilities.

**Recommended Source Material:**

*Arresting Police Video*, Included in the “POST Anti-Bias Train the Trainer” materials

Case Studies – Facilitation Format

- a. Being in the Wrong Neighborhood
- b. Driving the Wrong Car

c. Suspicious Car

*Character and Cops: Ethics in Policing*, Delattre (American Enterprise Inc. Press)

*Police Ethics, The Corruption of a Noble Cause*, Crank and Caldero (Lexis Publishing), latest edition

*State of Colorado Demographics – U.S. Census*

<http://www.census.gov/quickfacts/table/PST045215/08>

*CBI-Misuse of CCIC Data Handout, FACs and PowerPoint* (Colorado Bureau of Investigation)

*CCIC Training Manual* (Colorado Bureau of Investigation)

*Driving While Black*, Included in the “POST Anti-Bias Train the Trainer” materials

Americans with Disabilities Act. 42 U.S. Code § 12102 - Definition of disability

Improving Police Interactions with People with Disabilities

<https://www.aapd.com/improving-police-interactions-with-people-with-disabilities/>

Media Coverage of Law Enforcement Use of Force and Disability,

[https://rudermanfoundation.org/white\\_papers/media-coverage-of-law-enforcement-use-of-force-and-disability/](https://rudermanfoundation.org/white_papers/media-coverage-of-law-enforcement-use-of-force-and-disability/)

Think Change Talks: Breaking the Barrier of Disability Bias,

<https://thinkchange.training/disability-bias/>

Think Change Talks: Breaking the Barrier of Disability Bias

Discussion Guide, <https://www.flipsnack.com/thinkchange/breaking-the-barrier-of-disability-talks-discussion-guide/full-view.html>

Think Change Talks: The Intersection of Race and Disability,

<https://thinkchange.training/intersection-race-disability/>

## II. BASIC LAW

**REQUIRED HOURS: 42**

### A. Evidence

**Required Minimum Hours: 2**

**General Learning Goal:** The student will have a basic understanding of the fundamental characteristics of admissible evidence, the reasons

evidence is excluded, and how officer conduct can affect the admission of evidence.

**Specific Performance Outcomes:**

1. The student will distinguish between evidence and proof.
2. The student will categorize evidence as direct or circumstantial and recognize that both are acceptable evidence, and neither is necessarily more reliable than the other.
3. The student will describe the basic criteria for admitting evidence; will distinguish between evidence that satisfies these criteria and evidence that fails to satisfy these criteria; and will explain how these criteria impact officer conduct and investigation. To be admissible, evidence must be:
  - a. Relevant
  - b. Reliable
  - c. Not unduly prejudicial
  - d. Supported by adequate foundation; and
  - e. Constitutionally obtained
4. The student will identify circumstances, which may cause evidence to be excluded, to include the failure to properly and timely disclose evidence as required by both the U.S. and Colorado Constitutions, Colorado law and Rule 16 of the Colorado Rules of Criminal Procedure.
5. The student will define hearsay and explain how the hearsay rule applies to the following types of evidence:
  - a. Admissions, confessions and statements of Defendants, Colorado Rule of Evidence 801(d)(2)(A).
  - b. Officer reports, including video and audio material; and
  - c. The hearsay exceptions identified in Rule 803(1) through 803(4).

6. As applicable to peace officers, the student will explain the requirements and expectations for admitting evidence pursuant to Colorado Rules of Evidence 701, 702 and 703 regarding expert witness testimony; will identify the types of testimony from officers defined as expert testimony by court decisions; and will understand the requirements for pre-trial disclosure as set forth in Rule 16, Part I.(d)(3) of the Colorado Rules of Criminal Procedure.

**Required Source Material:**

*Colorado Rules of Evidence Rule 16, Colorado Rules of Criminal Procedure* (Colorado Supreme Court)

**Recommended Source Material:**

*Colorado Peace Officer's Legal Source Book*, Chapters 11 and 14 (Colorado District Attorney's Council/Colorado Attorney General)

**B. Colorado Criminal Code**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will have a basic understanding of the Colorado Criminal Code so as to be able to correctly identify violations and apply current criminal statutes in a variety of commonly encountered situations.

**Specific Performance Outcomes:**

1. The student will locate current Colorado Criminal Code statutes in more than one resource, including digital-based resources.
2. The student will explain the Principles of Criminal Culpability. (18-1-501, 502 and 503 C.R.S.).
3. The student will explain, as set forth in the applicable statutes:
  - a. Rights of defendant (18-1-402, 403, 405(1), 406(1), 407, 408(1)&(2) C.R.S.).
  - b. Definitions (18-1-901 C.R.S.).
  - c. Legal Accountability and Complicity (18-1-601 – 605 C.R.S.).



- d. Justification and Exemptions from Criminal Responsibility (18-1-701 through 712 C.R.S.).
  - e. Justification and Exemptions from Criminal Responsibility (18-1-701 through 713 C.R.S.).
  - f. Responsibility (18-1-801, 802(2), 803(1) and 804 C.R.S.).
  - g. Inchoate offenses (18-2-101; 18-2-201; 18-2-301).
4. The student will distinguish between felony, misdemeanor and petty offenses; will identify facts and circumstances specified in the statutes defining the offenses that may aggravate or mitigate an offense, without the requirement of identifying the specific offense classification (i.e., class 1, 2, 3, 4, 5 or 6 felony or class 1 or 2 misdemeanor); and students are not required to examine or describe sentencing terms, conditions or provisions specific to the following offenses:
- a. Crimes Against Persons
    - (1) Homicide and Related Offenses (18-3-101 through 106 C.R.S.)
    - (2) Assaults (18-3-201 through 206 and 208 C.R.S.)
    - (3) Kidnapping (18-3-301 through 306 C.R.S.)
    - (4) Unlawful Sexual Behavior (18-3-401, 402, 404, 405, 405.3, 405.4, 405.6, 405.7, and 412.5 C.R.S.)
    - (5) Stalking (18-3-601 and 602 C.R.S.)
  - b. Offenses Against Property
    - (1) Arson (18-4-101 through 105 C.R.S.)
    - (2) Burglary (18-4-201 through 205 C.R.S.)
    - (3) Robbery (18-4-301 through 18-4-303 C.R.S.)
    - (4) Theft (18-4-401, 406, 414 and 415 C.R.S.)
    - (5) Aggravated motor vehicle theft (18-4-409 C.R.S.)
    - (6) Trespass, Tampering, Criminal Mischief (18-4-501, 502, 503, 504, 505, 506 and 512 C.R.S.)
  - c. Offenses Involving the Family Relations
    - (1) Child Abuse (18-6-401 C.R.S.)
    - (2) Contributing to the delinquency of a minor (18-6-701 C.R.S.)
    - (3) Domestic Violence (18-6-800.3, 801.5, 801.6, 803.5

and 803.6)

- d. Governmental Operations
  - (1) Obstruction of Public Justice 18-8-102, 103, 104
- e. Offenses Relating to Firearms and Weapons
  - (1) Firearms and Weapons – General (18-12-101, 102, 103, 104, 105, 105.5, 106, 106.5, 107.5, 108 and 108.5 C.R.S.)
  - (2) Permits to Carry Concealed (18-12- 204 C.R.S.)

**Required Source Material:**

*Colorado Revised Statutes*

*Colorado Jury Instructions – Criminal*

**C. Colorado Children’s Code**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand that the Children’s Code consists of two systems with different goals and procedures for investigating dependency and neglect, status offenders and crimes committed by juveniles.

**Specific Performance Outcomes:**

- 1. The student will explain the neglect and dependence section of the code relating to:
  - a. Neglected or dependent child, 19-3-102 (A through G) C.R.S. and Child not neglected-when, 19-3-103 C.R.S.
  - b. Persons required to report child abuse or neglect, 19-3-304C.R.S.
  - c. Taking children into custody, 19-3-401 C.R.S.
- 2. The student will explain the obligations of peace officers and the rights of juveniles during the investigation phase and the criminal proceedings.
  - a. Jurisdiction, 19-2.5-103 C.R.S.
  - b. Taking juvenile into custody, 19-2.5-209 C.R.S.

3. The student will understand the provisions of the Juvenile Justice and Delinquency Prevention (JJDP) Act and its application regarding custody separation/secure holding for juveniles. The student will understand sight/sound separation from adults and NOT holding juveniles securely for status offenses.
4. The student will explain the impact that a child's disability may have on investigating crimes involving the child.

**Required Source Material:**

*Colorado Revised Statutes, Title 19*

*Colorado's Guide for Implementing the Core Protections of the Juvenile* (Colorado Department of Public Safety, Division of Criminal Justice), revised 2006

<http://hermes.cde.state.co.us/drupal/islandora/object/co%3A4572>

*An examination of the questioning styles of police officers and caregivers when interviewing children with intellectual disabilities*, The British Psychological Society, 2006, provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

*Think Change Course: Transforming the School to Prison Pipeline*, <https://www.thinkchange.academy/p/transforming-the-specialeducation-school-to-prison-pipeline>

**D. Legal Liability**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will identify criminal charges and civil "causes of action" that may result from the improper performance of police duties.

**Specific Performance Outcomes:**

1. The student will explain the difference between civil and criminal liability.
2. The student will provide examples of the following types of civil actions:
  - a. Negligent torts
  - b. Intentional torts
  - c. Constitutional torts
3. The student will examine provisions of 13-21-131 C.R.S. (Civil action for deprivation of rights) and identify the types of claims involved and how the actions of a peace officer may affect liability and indemnification.
4. The student will examine provisions of 24-31-901 through 906 C.R.S. (Law Enforcement Integrity) and explain:
  - a. A peace officer's obligations with respect to incident recordings and the possible consequences for noncompliance with those obligations (24-31-902);
  - b. The potential effect on a peace officer's P.O.S.T. certification resulting from criminal charges, civil liability, or internal investigations (24-31-904); and
  - c. The protections afforded whistleblower officers (24-31-906).
5. The student will identify and provide examples of state and Federal criminal charges that may result from improper police actions.
6. The student will examine the provisions of 18-8-801 to 804 C.R.S. and explain the reporting requirements contained therein.
7. The student will explain the provisions of 18-1-707 (Use of Force by Peace Officers) and 24-31-905 (Prohibited LE Action in Response to Protests).
8. The student will define terms involved in civil lawsuits, specifically:
  - a. Discovery and discovery methods
  - b. Vicarious liability

- c. Supervisor liability
- d. Governmental immunity (federal)
- e. Governmental immunity (Colorado, 24-10-106 C.R.S.)

**Required Source Material:**

*Colorado Peace Officer's Legal Source Book*, Chapter 16[Colorado District Attorney's Council(CDAC)/Colorado Attorney General]

*Colorado Revised Statutes* 13-21-131

*Colorado Revised Statutes* 18-8-801 through 18-8-804

*Colorado Revised Statutes* 24-10-101 through 24-10-114.5

*Colorado Revised Statutes* 24-31-901 through 24-31-906

*Title VII of the Civil Rights Act of 1964*

*Title 42 USC section 1983*

*Title 18 USC Section 241*

*Title 18 USC Section 242*

**E. Court Testimony**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand the critical role that clear, complete and credible testimony plays in communicating facts to a judge or jury.

**Specific Learning Outcomes:**

1. The student will cite the importance of reviewing reports, personal notes, relevant training, policy, and other legal authority prior to testimony.
2. The student will recognize the ethical obligation to testify truthfully to the facts regardless of personal or professional bias.
3. The student will provide examples of the courtroom strategies used by prosecuting and defense attorneys and the appropriate responses to those strategies.

**Recommended Source Material:**

**F. Arrest Search and Seizure**

**Required Minimum Hours: 12**

**General Learning Goal:** The student will demonstrate an understanding of peace officer conduct pertaining to arrest, search and seizure.

**Specific Performance Outcomes:**

1. The student will compare the Colorado State Constitution with the U.S. Constitution, specifically the 1<sup>st</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, 8<sup>th</sup>, and 14<sup>th</sup> Amendments.
2. The student will demonstrate an understanding of the rules, elements and provisions of Colorado Revised Statutes, Title 16, Articles 1, 2, and 3. Specifically 16-1-104, 106, 109(2)(6), 16-2-102, 104, 106 – 112, 16-2-201, 16-2.5-101-103, 16-2.7-101-103, 16- 3(entire article).
3. The student will demonstrate an understanding of the laws and landmark court decisions as they pertain to the basic principles of search and seizure law:
  - a. Fourth Amendment protections
  - b. Reasonable expectation of privacy
  - c. Reasonable suspicion vs. probable cause
4. The student will demonstrate an understanding of the laws and landmark court decisions for warrant searches and seizures:
  - a. Fourth Amendment requirements
  - b. Probable cause
  - c. Affidavits in support of warrant searches
  - d. Execution of a search warrant
5. The student will demonstrate an understanding of the laws

and landmark court decisions for warrantless searches and seizures:

- a. Plain view searches
  - b. Warrantless searches in general
  - c. Pat-down frisk searches
  - d. Consent searches
  - e. Exigent circumstance searches
  - f. Searches incident to arrest
  - g. Probation/parole searches
6. The student will demonstrate an understanding of the laws and landmark court decisions for searches and seizures involving motor vehicles:
- a. Probable cause searches of vehicles
  - b. Plain view searches of vehicles
  - c. Consent searches of vehicles
  - d. Searches of vehicles incident to custodial arrests
  - e. Searches of vehicles as instrumentalities
  - f. Vehicle inventory searches

**Recommended Source Material:**

*Colorado Peace Officers Handbook* (Lexis Nexis Publishing)  
<https://store.lexisnexis.com/categories/product/colorado-peace-officers-handbook-skuusSku-us-bundle-22090-epub>

*Colorado Peace Officer's Legal Source Book* [Colorado District Attorney's Council (CDAC)/Colorado Attorney General]  
<http://www.cdacweb.com/CDAC/Publications.aspx>

*Officer's Arrest Handbook*, Stephen (Lexis Publishing)

*Officer's Search and Seizure Handbook*, Stephen (Lexis Publishing)

**G. Controlled Substances—General**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will identify and explain violations of the Uniform Controlled Substance Act of 1992.

**Specific Performance Outcomes:**

1. The student will explain the definitions of controlled substances as described in 18-18-102 C.R.S.
2. The student will understand and explain the schedules of controlled substances as defined in 18-18-2 C.R.S., specifically:
  - a. Schedule I (18-18-203 C.R.S.)
  - b. Schedule II (18-18- 204 C.R.S.)
  - c. Schedule III (18-18- 205 C.R.S.)
  - d. Schedule IV–Repeal (18-18- 206 C.R.S.)
  - e. Schedule V (18-18- 207 C.R.S.)
3. The student will be familiar with the specific controlled substance offenses as defined in 18-18-4 C.R.S., specifically:18-18-404 through 18-18-430.5 C.R.S.

**Required Source Material:**

Colorado Revised Statutes 18-18-101 through 18-18-432

**Recommended Source Material:**

*Colorado Peace Officer's Handbook* Latest edition. Blue360 Media

H. **Controlled Substances Introduction to Marijuana**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand violations of Amendments 64 of the Colorado Constitution (Article XVIII, Section 14- Medical use of marijuana for persons suffering from debilitating medical conditions, and Section 16 - Personal use and regulation of marijuana).

**Specific Performance Outcomes:**

The student will explain:

1. Medical Use of Marijuana (Amendment 20), including:



- a. CO Const. Article XVIII, Section 14
  - b. Definitions: medical marijuana, the marijuana registry, caregivers, licensed physician, patient.
  - c. Amounts: by statute; doctor recommendation, use by minors. Exception from Criminal Law.
  - d. Medical use of marijuana for persons suffering from debilitating medical conditions [18-18-406.3 (5)]
  - e. Marijuana Enforcement Division.
2. Use and Regulation of Marijuana (Amendment 64), including:
- a. CO Const. Article XVIII, Section 16
  - b. Definitions
  - c. Federal law considerations
  - d. Differences from medical marijuana
  - e. Grows: Medical and recreational safety hazards, what can be grown, and visibility
  - f. Applicable laws
    - (1) Distribution
    - (2) Distribution to minor
    - (3) Cultivation
    - (4) Possession
    - (5) Open use
  - g. Related Issues
    - (1) Edibles
    - (2) Forms of marijuana
    - (3) Black market/transportation and out of state seizures
    - (4) Internet-based distribution
    - (5) Butane extraction
    - (6) Impaired driving
3. **Instructor Qualifications:** The coverage of the 2-hour section on marijuana laws, regulations and investigative procedures will be instructed by persons who have successfully completed the 2-day “Marijuana Train-the-Trainer” course as designed by POST, or equivalent experience (Equivalent can be satisfied by 3 years in

a full-time marijuana enforcement unit and approval by the POST marijuana curriculum manager. POST marijuana curriculum manager must observe instructor teaching the POST-approved curriculum as part of the approval process.).

### **Required Source Material**

*Colorado Revised Statutes* 18-18-101 through 18-18-432

*Colorado Peace Officer's Handbook* (Lexus Nexis Publishing)

1 CCR 212-1 Rules regarding the sales, manufacturing, and dispensing of medical marijuana (Colorado Department of Revenue, Marijuana Enforcement Division)

1 CCR 212-2, Permanent rules related to the Colorado retail marijuana code (Colorado Department of Revenue, Marijuana C-21 Return to Table of Contents Enforcement Division)

*Colorado Peace Officer's Statutory Source Book*

Colorado Department of Public Health and Environment (CDPHE):  
<http://www.colorado.gov/pacific/cdphe/law-enforcement-medical-marijuana-registry>

CDPHE: Registry Portal Login

<https://medicalmarijuana.colorado.gov/state-co-entellittrak/>

Colorado Department of Agriculture

<https://www.colorado.gov/pacific/agplants/pesticide-use-cannabis-production-information>

Butane Hash Oil Explosion Video (Shortened)

[https://www.youtube.com/watch?v=3P\\_CEXRt010](https://www.youtube.com/watch?v=3P_CEXRt010)

## **III. HUMAN RIGHTS & VICTIM'S RIGHTS**

**REQUIRED HOURS 18**

### **A. Domestic Violence**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will be able to recognize and have a basic understanding of an investigation of domestic violence.

**Specific Performance Outcomes:**

The student will demonstrate an understanding of:

1. Domestic Violence Definitions and Statutes
  - a. Definitions (18-6-800.3 C.R.S.)
  - b. Domestic Violence – evidence of similar transactions [18-6-801.5 (1) C.R.S.]
  - c. Intimate relationship
    - (1) People v. Disher (No. 07SC1088, 224 P 3d 254)
  
2. Domestic Violence Dynamics
  - a. Victim and offender characteristics
  - b. Power and control
  - c. Understanding trauma
  - d. Relationship history
  - e. Risk and lethality factors
    - (1) Sexual violence
    - (2) Strangulation
    - (3) Isolation
    - (4) Separation
    - (5) Threats of suicide
    - (6) Weapons
    - (7) Escalation
    - (8) VPO
  
3. Duties of peace officers (18-6-803.6 C.R.S.)
  - a. Developing probable cause
  - b. Evidence collection, documentation and follow-up
    - (1) Medical release forms
  - c. Predominate aggressor: four prong analysis
    - (1) Any prior complaints of domestic violence
    - (2) The relative severity of the injuries inflicted on each person
    - (3) The likelihood of future injury to each person
    - (4) The possibility that one of the persons acted in self-defense
      - (a) Consider offensive vs. defensive injuries
  
4. The student will explain the dynamics of responding to domestic violence situations involving law enforcement personnel as a party to the incident.
  - a. public perception
  - b. victim perception that no action will be taken

- c. officer safety
  - d. mental health considerations
5. Initial on-scene interviews
    - a. Separate parties
    - b. Interviews of the victim, children, suspect and witnesses
  6. Stalking (18-3- 602 C.R.S.)
    - a. Definitions
      - (1) Credible threat
      - (2) Repeated
    - b. Serious emotional distress
      - (1) Fear, stress and/or changes made by the victim as a result of the offender's conduct
    - c. Investigation
      - (1) Technology
      - (2) Stalking log

**Required Source Material:**

*Colorado Revised Statutes* 18-6-800.3 through CRS 18-6-803.7

**Recommended Source Material:**

*“Domestic Violence – A coordinated Response Through Community Policing”*[Colorado Coalition Against Domestic Violence (CACDV)]  
<http://ccadv.org/>

*Colorado Peace Officers Handbook* Latest edition. Blue360 Media.  
*A Typology of Domestic Violence: intimate terrorism, violent resistance, and situational couple violence* by Michael P. Johnson

*Violence Against Women.* Paul Thomas Clements, PhD, RN; Jennifer Pierce-Weeks, RN, SANE-P, SANE-A; Karyn E. Holt, PhD, CNM; A (Publisher: STM Learning, Inc.)

*Police and professionals’ views and actions relating to domestic violence and women with intellectual disabilities,* Journal of Applied Research in Intellectual Disabilities, Wiley-Blackwell, 2018. provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

## B. Bias Motivated Hate Crimes

**Required Minimum Hours: 2**

**General Learning Goal:** The student will discuss incidents of ethnic intimidation, hate crimes and responsibilities of peace officers relative to these crimes.

### **Specific Performance Outcomes:**

1. The student will identify the elements of the crime and classifications of Bias-Motivated Crimes, C.R.S. 18-9-121 C.R.S.
2. The student will recognize the need for prompt police response to “hate crimes”, protecting and gathering evidence, and accurate report writing.
3. The student will explain that CRS 18-9-111 broadened the definition of a bias-motivated hate crime to include physical, cognitive, or mental disability.

### **Required Source Material:**

*Colorado Revised Statute*, § 18-9-121

*FBI/U.S. Department of Justice Civil Rights Program, FBI/U.S.*

*Department of Justice Civil Rights Program,*

<https://www.justice.gov/hatecrimes>. Sections 1981,1981a, 1982, 1983.

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

## C. Victim’s Rights

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand the laws relating to victim’s rights, community resources available for crime victim services, and law enforcement responsibilities.

### **Specific Performance Outcomes:**

The student will explain:

1. The provisions of 24-4.1-301 through 24.4.1-304, C.R.S., also known as the Victims' Rights Act, to include crimes covered, victims' rights, and law enforcement responsibilities.
2. Local victim's resources, to include VRT, victim's advocate, and other non-profit victim's services, the resources they provide and what they can and cannot do.

Recommendation: A victim advocate or response team should be invited to present this course.

**Recommended Source Material:**

*Colorado Peace Officer's Handbook* (Lexis Nexis Publishing)

*Colorado Revised Statutes* 24-4.1-301 through 24.4.1-304 also known as the Victims' Rights Act.

*Colorado Constitutional Amendment Rights of Victims* (Amendment 16a)

Colorado Organization for Victims Assistance.

[www.coloradocrimevictims.org](http://www.coloradocrimevictims.org)

**D. Interaction with Special Populations**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will understand the laws protecting the rights of persons with disabilities in order to serve all individuals to whom the law applies.

**Specific Performance Outcomes:**

1. The student will explain the protections afforded to persons with disabilities under the Americans with Disabilities Act and why they were needed, including but not limited to providing effective communication and reasonable accommodations for people with disabilities.
2. The student will define disability as defined by the Americans with Disabilities Act. 42 U.S. Code § 12102 - Definition of disability.
3. The student will describe and explain behavior that may be

indicative of persons with special needs requiring peace officer intervention. These persons include but are not limited to the mentally ill, the elderly and the physically impaired.

4. The student will identify signs of abuse, neglect, and inadequate care.
5. The student will identify the key provisions that impact law enforcement of the following federal and state laws enacted to protect the rights of persons with disabilities including, but not limited to:
  - a. Americans with Disabilities Act, Title II
  - b. 28 C.F.R. § 35.130(b)(3)(i), 28 C.F.R. § 35.130(b)(3)(i), regarding “disparate impact.”
  - c. Applicable Colorado Statutes
6. The student will recognize indicators that could lead an officer to believe an individual is:
  - a. a danger to self
  - b. dangerous to others
  - c. gravely disabled
7. The student will identify specific provisions of the law which apply to persons with disabilities concerning public access and the use of service animals.
8. The student will describe the types of safety nets, service providers, and resources to assist persons with disabilities, their families, friends, and caregivers.
9. In a practical application, the student will recognize the impact of a peace officer when interacting with a person with a disability.
10. In practical applications, the student will interact with people with disabilities in a variety of commonly encountered situations. Situations will include:
  - a. Auditory disabilities
  - b. Visual disabilities
  - c. Physical disabilities, such as epilepsy
  - d. Intellectual and Developmental Disabilities,

- e. Cognitive Disabilities, such as dementia, autism, learning disability, or brain injury.

**Instructor Qualifications:** This course should be instructed by persons with a foundation in issues regarding the disability community.

Note: Practical applications may include a panel discussion, videos, written scenarios, or role play. It is valuable to include role players with lived experience provided this can be done safely and effectively and to include representatives of the disabled community.

**Required Source Material:**

*Americans with Disabilities Act*, [www.ada.gov](http://www.ada.gov)

*ADA Update: A Primer for State and Local Governments*

[https://www.ada.gov/regs2010/titleII\\_2010/title\\_ii\\_primer.html#generalnonreq](https://www.ada.gov/regs2010/titleII_2010/title_ii_primer.html#generalnonreq)

CRS 24-34-803 Rights of individuals with service animals

Commonly Asked Questions About the Americans with Disabilities Act And Law Enforcement, [https://www.ada.gov/q%26a\\_law.htm](https://www.ada.gov/q%26a_law.htm)

**Recommended Source Material:**

Section 504 of the Rehabilitation Act of 1973

Title VI of the Civil Rights Act

Ready San Diego First Responder Access & Functional Needs Training Series

<https://www.youtube.com/playlist?list=PLxNmLzgMtRHPFQ35Z83jvUdFMPmpJDKWh>

Disability Law History, <https://disabilitylawco.org/resources/disability-law-history>

*Service, Therapy, and Emotional Support Animals*, 44 Colo. Law. 69 (July 2015).

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>



**E. Interacting with Individuals in Mental Health Crisis**  
**Required Minimum Hours: 2**

**General Learning Goal:** To train peace officers who can identify persons with mental illness and to handle situations involving persons in crisis effectively.

**Specific Performance Outcomes:**

1. The student will identify behaviors of mental illness to aid in responding to mental illness related crises.
2. The student will recognize that, in itself, a mental health crisis or disability is not criminal in nature and that a more lasting solution is to divert those persons away from the criminal justice system.
3. The student will recognize behavioral cues that may make it necessary to isolate, contain, and assess a person in crisis, for their own safety.
4. The student will identify people with suicidal or homicidal ideations.
5. In a practical application, the student will apply verbal and non-verbal strategies when responding to a person in crisis that may allow for de-escalation of emotion and more successful resolutions.

**Recommended Source Material:**

*Mental Health First Aid (MHFA)*

*American Psychological Association Diagnostic and Statistical Manual of Mental Health Disorders (DSM-5)*

National Alliance on Mental Illness (NAMI) Resource Guides

National Institute on Mental Illness Brochures/Fact Sheets

Crisis Intervention Training

Integrating Communications, Assessment and Tactics (ICAT-Police Executive Research Forum)

*Columbia-Suicide Severity Rating Scale (C-SSRS),*

Commission on Improving First Responder Interactions with Persons with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

#### IV. COMMUNITY INTERACTION

REQUIRED HOURS: 2

##### A. Community Policing/Community Partnerships

Required Minimum Hours: 1

**General Learning Goal:** The student will learn about community policing and the necessary elements for implementation of community policing practice and philosophy. The student will recognize community partnerships as an integral component in community policing and problem solving.

**Specific Performance Outcomes:**

1. The student will define community policing, identifying core components, and evaluate the effectiveness of community policing philosophies and strategies to reduce crime and disorder.
2. The student will recognize that enforcement action is not always necessary or beneficial to solve a community problem.

**Recommended Source Material:**

*Collaboration Toolkit: How to Build, Fix and Sustain Productive Partnerships*, Rinehart, Laszlo, Briscoe, (U.S. Department of Justice)

*Community Policing: A Contemporary Perspective*, Bucqueroux and Trojanowicz (Anderson Publishing)

*Understanding Community Policing: A Framework for Action*, Office of Justice Programs (Bureau of Justice Assistance)

*Introduction to the Special Issue on policing and the community. Behav. Sci. Law. 2019; 37:633–635. <https://doi.org/10.1002/bsl.2445>*, provided in Commission toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

## **B. Problem Solving/Crime Prevention**

**Required Minimum Hours: 1**

**General Learning Goal:** The student will demonstrate an understanding of current models of crime prevention and problem solving.

### **Specific Performance Outcomes:**

1. The student will identify problem solving opportunities for the line officers.
2. The student will apply the crime prevention triangle as a means of problem analysis for recurring problems of crime and disorder and recognize that crime or disorder results when an offender has the ability, opportunity, and a target.

### **Recommended Source Material:**

*ASU Center for Problem-Oriented Policing,*  
<https://popcenter.asu.edu/content/what-pop>

*Assessing Responses to Problems: An Introductory Guide for Police Problem-Solvers,* Eck (U.S. Department of Justice, Office of Community Oriented Policing Services)

*Problem Solving Tips – A Guide to Reducing Crime and Disorder through Problem Solving Partnerships,* Schlermer, Perkins, Phillips, Rinehart and Townsend (U.S. Dept. of Justice)

*Tackling Crime and Other Public-Safety Problems: Case Studies in Problem Solving,* Sampson, Rana and Michael S. Scott (U.S. Department of Justice)

*Using Analysis for Problem Solving – A Guidebook for Law Enforcement* (U.S. Department of Justice)

## **V. PATROL PROCEDURES**

**REQUIRED HOURS: 25**

### **A. Officer Survival**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the mental, physical, and tactical preparations required to survive on the job.

**Specific Performance Outcomes:**

1. Examine the circumstances in which peace officers are killed in order to recognize the elements involved in police combat confrontations.
2. Identify techniques for mental and physical preparation necessary to respond to critical incidents to include:
  - a. Crisis rehearsal
  - b. Positive self-talk
  - c. Physical fitness
  - d. Mental wellness
3. Describe an officer's focus of attention by using the awareness spectrum and the triad of tactical thinking.
4. Explain the importance of tactical readiness through officer competency and equipment readiness.
  - a. physical conditioning
  - b. emotional/mental health
  - c. equipment readiness/competency
5. Using case studies, videos or other media, analyze pre-attack indicators, "Deadly Errors" and "Fatal Tendencies" in uses of force.

**Recommended Source Material:**

*"Annual Report of Law Enforcement Officers Killed & Assaulted"*, FBI  
[www.fbi.gov](http://www.fbi.gov)

*Street Survival II: Tactics for Armed Encounters*, Remsberg, Marcou, Glennon (Calibre Press)

*Tactics for Criminal Patrol*, Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

*Deadly Force Encounters (Second Edition)*, Artwohl, Christensen

*Officer Down Code 3, Brooks (Motorola Teleprograms Inc)*  
Force Science Institute

**B. Hazardous Materials Awareness**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will recognize a hazardous materials incident and demonstrate understanding of the responsibilities of first responders.

**Specific Performance Outcomes:**

1. Describe the types, classes, and risks of hazardous materials.
2. Explain the proper safety tactics for handling a hazardous materials incident.

**Recommended Source Material:**

*Emergency Response Guidebook*, U.S. Dept. of Transportation

*Hazardous Materials Field Guide*, Bevelacqua and Stelp (Cengage Learning)

*Hazardous Materials: Regulations, Response & Site Operations*, Gantt (Cengage Learning)

**C. Pedestrian Contacts**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will demonstrate the legal and tactical aspects for safely contacting pedestrians while minimizing officer risk.

**Specific Performance Outcomes:**

1. Using field-based scenarios, demonstrate the ability to legally and safely approach a pedestrian or suspect, including people with disabilities, while alone or with another officer.

2. Distinguish between consensual, reasonable suspicion detention, and Terry stop and frisk.
3. Explain contact and cover roles.
4. Effectively communicate with a pedestrian or suspect through the use of field-based scenarios, including but not limited to using a conversational versus commanding tone; asking pertinent identification questions, i.e., name, date of birth, address, phone number as well as pointed investigative questions.
5. Distinguish between-behaviors that can be the result of a disability which might be similar to signs of intoxication, such as inconsistent responses or non-responsiveness to questions, coordination issues, heightened agitation, or inability to focus.
6. In practical applications, recognize signs of deception when in contact with subjects, including but not limited to: repeated questions, vague answers, contradictory answers, and provable lies.
7. In practical applications, recognize emotional and physical behavioral warning signs and how to react to them, including but not limited to glances at officer weapon, looking for escape routes, rigid posture, clinched fists, etc.
8. Discuss the inherent dangers of foot pursuits, such as tripping, ambush, getting lost, fatigue, etc., and tactics that will reduce the risk of assault during a foot pursuit.
9. Demonstrate the proper use of an offensive and defensive posture during role-plays.
10. Document the contact in an accurate written report including required demographic information.

**Recommendation:** Incorporate information from Verbal Communication, ACT, Ethics, and other related courses.

**Recommended Source Material:**

*Police Operations: Theory and Practice*, Hess and Wroblewski  
(Thomson Wadsworth Publishing)

*Police Patrol Operations and Management*, Hale (Prentice-Hall  
Publishing)

*Tactics for Criminal Patrol*, Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre  
Press)

*Street Survival II: Tactics for deadly force encounters*, Remsberg,  
Marcou, and Glennon (Calibre Press)

<https://calibrepress.com/2020/10/more-on-preattack-indicators/>  
<https://calibrepress.com/2019/07/10-non-verbals-all-officers-should-be-able-to-recognize-interpret/>  
CRS 24-31-903

*How to Identify Hidden Disabilities*, The Arc's National Center on  
Criminal Justice and Disability. <https://www.thearcofil.org/national-center-on-criminal-justice-disability/>

Commission on Improving First Responder Interactions with Persons  
with Disabilities Toolkit, <https://post.colorado.gov/training/crs-24-31-315-training-resource-guide>

**D. Vehicle Contacts & Vehicle Searches**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will learn how to conduct unknown risk vehicle contacts, high risk vehicle contacts, unknown risk contacts that turn into high-risk contacts, how to determine the appropriate tactics for each type of contact and tactics necessary to conduct a legal, safe, and effective search of a vehicle. The student will recognize the elements and tactics necessary to conduct a legal, safe, and effective search of a vehicle, including the communication necessary to affect a stop and search.

**Specific Performance Outcomes:**

1. The student will demonstrate how to set up unknown risk and high-risk traffic contacts using appropriate tactics and officer safety.
2. In practical exercises, the student will demonstrate the ability to change from an unknown risk vehicle contact to a high-risk vehicle contact when circumstances dictate.
3. In practical exercises, the student will select the appropriate tactics and resources to use based upon the surroundings and circumstances of the contact.
4. The student will determine how the driver communicates/ interacts and what methods of communication are most effective, i.e. adaptive devices, interpreters, etc.
5. In practical exercises, the student will demonstrate the search of a vehicle using appropriate officer safety considerations to:
  - a. Comply with the requirements and restrictions for a lawful search of a vehicle
  - b. Remove and control occupants
  - c. Systematically examine the vehicle's exterior and interior, identifying common hiding places for contraband
6. The student will demonstrate ways to interact with both drivers and passengers with disabilities, including:
  - a. Interacting with someone with an auditory disability during a traffic stop.
  - b. Safely removing a driver or passenger from a vehicle with a physical disability, including both cooperative and uncooperative subjects.
  - c. How to recognize and interact with someone with a cognitive disability.

**Required Source Material:**

*Criminal Investigation, Latest Edition.* Hess, Orthmann, and Cho (Cengage Learning)

*Police Operations Theory and Practice.* Latest Edition. Hess, Orthmann, and Cho. (Cengage Learning)



**Recommended Source Material:**

*Street Survival*, Adams, McTernan, Remsberg (Calibre Press)

*Tactics for Criminal Patrol*, Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

*How to Identify Hidden Disabilities*, The Arc's National Center on Criminal Justice and Disability. <https://www.thearcofil.org/arc-national-center-on-criminal-justice-disability/>

**E. Building Searches**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will demonstrate an understanding of tactics needed to safely search buildings.

**Specific Performance Outcomes:**

1. The student will describe various building search tactics.
2. Through field exercises, the student will adapt searching techniques to various search scenarios.

**Recommended Source Material:**

*Criminal Investigation*, Bennett and Hess (West)

*Police Operations: Theory and Practice*, Hess and Wroblewski (Thomson Wadsworth)

*Street Survival*, Adams, McTernan, Remsberg (Calibre Press)

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

**F. Handling In-Progress Calls**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will the hazards involved with in-progress calls and describe proper procedures for responding to and handling the calls safely.

**Specific Performance Outcomes:**

1. Explain the factors to be considered in responding safely to in-progress calls, including:
  - a. information and intelligence gathering
  - b. response strategy, including route selection
  - c. cover/concealment
  - d. nature of crime
  - e. tactical aspects
  - f. control
  - g. containment
  - h. isolate and neutralize/reduce threats
  
2. Through scenarios, demonstrate tactical and legal considerations involved in handling in-progress calls.

**Recommendation:** Incorporate CRS requirements and search and seizure rules such as probable cause, arrest, search, reasonable suspicion, stop and frisk, ethics and de-escalation techniques in the initial discussions and debriefs for the scenarios.

**Recommended Source Material:**

*Annual Report of Law Enforcement Officers Killed and Assaulted* (FBI)

*Colorado Peace Officer's Handbook*, Latest edition. Blue360 Media.

*Street Survival: Tactics for Armed Encounters*, Remsberg, Marcou and Glennon (Calibre Press) Latest Edition

*The Tactical Edge: Surviving High Risk Patrol*, Remsberg (Calibre Press)

**G. Civil Disputes**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate the ability to successfully identify, assess and intervene in a non-criminal dispute.

**Specific Performance Outcomes:**

1. Differentiate between criminal matters and civil disputes.

2. Demonstrate the officer safety techniques required to safely handle a civil dispute.
3. Discuss the practical and legal issues commonly encountered in a civil dispute.
4. Define conflict resolution techniques and problem-solving strategies required to successfully handle civil disputes.
5. Differentiate between various types of civil disputes and the techniques required to handle each, including:
  - a. Landlord-tenant disputes
  - b. Liens
  - c. Restraining orders
  - d. Child custody disputes
  - e. Repossessions
  - f. Bail bondsman issues
  - g. Disputes regarding disability access and what to do when someone is denied access to a public accommodation (ADA Title III)
6. Resolve disputes where there is a disabled or elderly person who cannot be removed or who requires a caretaker.

**Recommended Source Material:**

*Colorado Civil Process: Law, Practice and Procedure*, Rosenberg  
District Attorneys Council (CDAC)

*Police Field Operations*, Adams (Prentice-Hall)

*Legal Source book* chapter 15

**H. Biohazards Awareness**

**Required Minimum Hours: 1**

**General Learning Goal:**

The student will understand various biohazard threats and the measures to be used to minimize or prevent exposures.

**Specific Performance Outcomes:**

1. Recognize how law enforcement duties may expose an officer to various infectious agents.
2. Demonstrate safety measures, including protective equipment, to mitigate or prevent exposure to biohazards.
3. Describe appropriate post-exposure management procedures.

**Recommended Source Material:**

*Bloodborne Pathogen Standards*, OSHA Standards.

<http://www.osha.gov/SLTC/bloodbornepathogens/index.html>

*Defending the Homeland: Domestic Intelligence, Law Enforcement, and Security*, White (Wadsworth Publishing)

*Preparing for Biological Terrorism, an Emergency Service Guide*, Buck (Thomson Delmar Learning)

*Terrorism and Homeland Security*, White (Cengage Learning)

*Terrorism Handbook for Operational Responders*, Bevelacqua and Stilp (Thomson Delmar)

*The Counterterrorism Handbook*, Bolz Jr., Dudonis and Schulz (CRC Press)

**VI. TRAFFIC CONTROL**

**REQUIRED HOURS: 2**

**A. Traffic Code**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of Colorado traffic code Title 42 C.R.S.

**Specific Performance Outcomes:**

The student will demonstrate an understanding of traffic code violations as defined in Title 42, 2, 3, & 4 C.R.S.

**Recommended Source Material:**

*Colorado Revised Statutes*, Title 42

## VII. INVESTIGATIVE PROCEDURES

**REQUIRED HOURS 6**

### A. Preliminary Investigations

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand fundamental procedures for conducting any basic crime scene investigation.

**Specific Performance Outcomes:**

1. The student will describe information to be obtained when responding to a crime scene.
2. As the initial peace officer arriving on a crime scene, the student will determine the following:
  - a. If a crime has been committed and type of crime
  - b. Immediate action to be taken and proper notifications to be made
  - c. Procedures necessary to establish a crime scene perimeter and protect the scene
  - d. Procedures necessary to locate and isolate witnesses including conducting a neighborhood canvass and locating any available video
3. Given a series of fact patterns, the student will describe the actions to be taken from dispatch or observation of an incident though securing the scene and gathering the available information and evidence.

**Recommended Source Material:**

*Criminal Investigation*, Latest Edition, Hess Orthmann and Cho (Cengage Learning)

*Police Field Operations*, Adams (Prentice-Hall) Latest Edition

### B. Crime Scene Search

**Required Minimum Hours: 2**

**General Learning Goal:** The student will understand how to conduct an indoor and outdoor search of a crime scene.

**Specific Performance Outcomes:**

1. The student will identify basic search techniques including, but not limited to: grid, strip, spiral or other systematic techniques designed to discover relevant evidence both in an indoor and outdoor setting.
2. In practical exercises, the student will use each search technique to locate items in both in an indoor and outdoor setting.

**Recommended Source Material:**

*Criminal Investigations*, Orthmann, and Cho, Latest Edition.(Cengage Learning)

**C. Identification and Collection of Evidence**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will recognize different types of physical evidence, identify their value in a criminal investigation, and recognize the need to protect evidence until it can be collected.

**Specific Performance Outcomes:**

1. The student will describe the value of more commonly encountered evidentiary items found at a crime scene including but not limited to:
  - a. Latent fingerprints
  - b. Bullets
  - c. Shell casings
  - d. Tool Marks
  - e. Hair and fibers
  - f. Documents
  - g. Body fluids
2. The student will recognize the need to maintain admissibility

through chain of custody and safely preserve evidence, including items that may contain DNA evidence.

3. The student will describe the additional handling requirements for DNA evidence, sources and locations of DNA evidence, and the role that the Combined DNA Index System (CODIS) plays in criminal investigations.

**Recommended Source Material:**

*Criminal Investigation, Bennett and Hess* (West Publishing)

*Guidelines for the Documentation, Collection and Preservation of Evidence, Arndt* (Colorado Bureau of Investigation)

## VIII. COMMUNICATIONS

**REQUIRED HOURS: 8**

### A. Report Writing

**Required Minimum Hours: 4**

**General Learning Goal:** The student will understand the basic requirements of report writing.

**Specific Performance Outcomes:**

1. The student will understand the value of note taking and techniques crucial to writing complete and accurate reports.
2. The student will write a minimum of four clear, complete, concise, and grammatically correct reports based on other courses' activities and exercises as subject matter.

**Recommendation:** Schedule class in separate blocks spaced throughout the academy to allow note taking on scenarios or exercises prior to the review of the final reports in the last class. Requires coordination with other instructors.

**Recommended Source Material:**

*Report Writing for Law Enforcement* (Joseph N. Davis, LawTech Publishing Co., Ltd, January 15, 1998)

## B. Verbal Communication Techniques

Required Minimum Hours: 4

**General Learning Goal:** The student will understand effective communication techniques for interacting with people in multiple contexts and with various emotional states and disabilities.

### **Specific Performance Outcomes:**

1. The student will discuss effective techniques for communicating with individuals or groups and the differences between the two.
2. The student will explain how a traumatic experience can adversely impact a person's ability to clearly communicate.
3. The student will use effective techniques for defusing conflict and stress using interpersonal communication in reality-based training.
4. The student will describe the various communication considerations when dealing with diverse populations.
5. The student will describe adaptive verbal and non-verbal de-escalation strategies for people disabilities, including recognizing the need for sign language, interpreters, and interactive communication devices, for example a cell phone.

Note: PO#3, 4 and 5 can be met through incorporation in role-plays and scenarios in other courses, including ACT. The time should be documented in the lesson plan for this course.

### **Recommended Source Material:**

*Crisis Intervention—Contemporary Issue for On-site Interviewer*, Dr. Hendricks (Thomas Publishers LTD)

*Verbal Judo: The Gentle Art of Persuasion*, Dr. Thompson (Quill)

*Communicating with People Who are Deaf or Hard of Hearing: ADA Guide for Law Enforcement Officers*,  
<https://www.ada.gov/lawenfcomm.htm>

*First Responder Tips for interacting with people with dementia*,  
[dementiatogether.org](http://dementiatogether.org)



## IX. WELLNESS TRAINING PROGRAM

REQUIRED HOURS: 3

### A. Introduction to Wellness

Required Minimum Hours: 1

**General Learning Goal:** The student will understand why wellness is an integral component of the law enforcement profession, and the necessity for being in good physical condition.

#### **Specific Performance Outcomes:**

1. The student will recognize the impact that police work has on a healthy lifestyle.
2. The student will explain diet's impact on wellness.

#### **Recommended Source Material:**

*Cooper Institute Aerobics Program for Total Well Being*, Cooper (Bantam Books)

*Physical Fitness Assessments and Norms* (Cooper Institute)

### B. Stress Management

Required Minimum Hours: 2

**General Learning Goal:** The student will understand the concept of stress and its sources. The student will also understand the concept of traumatic stress.

#### **Specific Performance Outcomes:**

1. The student will describe the emotional/psychological and physical responses to stress and how they may interfere with a peace officer's performance.
2. The student will identify stress management techniques.
3. The student will recognize the need for a support system to help reduce job-related stress.

**Recommended Source Material:**

*Emotional Survival for Law Enforcement*, Gilmartin (E-S Press)

*Managing Police Stress*, Ford (The Management Advantage)

*Police Field Operations*, Adams (Prentice-Hall Publishing)

*Trauma Recovery Handbook: A Recovery Guide for Yourself, Your Colleagues, and Those You Love*, Slover & Tasci (Debra Tasci)

**X. Tactical Casualty Care for Law Enforcement**

**Required Minimum Hours: 4**

**A. Tactical Casualty Care – Lecture**

**Required Minimum Hours: 2**

**General Learning Goal:** Course participants will learn to apply life-saving medical actions in the context of a hazardous situation such as an active shooter, specific medical interventions and skills to include:

1. Bleeding control with a tourniquet
2. Bleeding control with gauze packs or topical hemostatic agents
3. Opening an obstructed airway to allow the casualty to breathe
4. Recognition and treatment of open, sucking chest wounds
5. Recognition of life-threatening tension pneumothorax

**Specific Performance Outcomes:**

1. Understand the rationale for immediate action to obtain hemorrhage control (including external hemorrhage control, direct pressure and wound packing, early use of tourniquet for severe hemorrhage, internal hemorrhage control by rapid evacuation, and transportation to major hospital/trauma center.
2. Describe the progressive strategy for controlling hemorrhage.
3. Describe appropriate airway control techniques.
4. Describe the tactically relevant indicators of shock.

5. Describe recognition and management of an open, sucking chest wound.
6. Describe the clinical presentation of a tension pneumothorax.

**B. Skills Stations and Scenario Based Training**

**Required Minimum Hours: 2**

**General Learning Goal:** To apply the medical knowledge and skills taught during the didactic session in a series of case scenarios of gradually increasing complexity and stress.

**Specific Performance Outcomes:**

1. Students will complete skills stations, such as applying a tourniquet and packing a wound, designed to learn application of techniques and equipment.
2. The student will take part in a minimum of one (1) scenario designed to reinforce the concept of self-care by demonstrating self-application of a tourniquet, first to their own arm and then to their own leg, in a one-on-one learning experience with an instructor.
3. The student will take part in a minimum of two (2) scenarios designed to simulate actual situations in which medical care will be performed and will demonstrate all skills taught. These scenarios will involve actors with simulated wounds and bleeding and, where possible, distractions such as noise, smoke and impaired vision, etc. all of which combine to enhance the skills application experience.
4. Unused scenario time may be used for CPR training.

**C. Instructor Ratio(s):**

Lecture: There must be at least one instructor for every 24 trainees during any lecture session (1:24 ratio).

Skills Stations: There must be at least two (2) instructors for any skills station session.

Scenario – Self-Care: There must be at least one instructor for every one (1) trainee for any self-application scenario training session (1:1 ratio).

Scenario – Care of Others: There must be at least two (2) instructors present for any scenario-based training session involving treatment of others.

#### **D. Instructor Qualifications**

1. Minimum – Colorado State Certified EMT, paramedic preferred, and
2. Must have successfully completed a Tactical Casualty Care-Law Enforcement First Response course (or equivalent).

#### **Recommended Source Material:**

*Pre-Hospital Trauma Life Support, National Association of Emergency Medical Technicians* (Jones & Bartlett Learning) <http://www.jblearning.com/catalog/9781284041736/>

*Prehospital Trauma Life Support – Military Edition, National Association of Emergency Medical Technicians* (Jones & Bartlett Learning) <http://www.jblearning.com/catalog/9781284041750/>

**REFRESHER ACADEMIC TRAINING PROGRAM**  
*Effective Date March 1, 2023*

**MINIMUM REQUIRED HOURS**

<b>Academic</b>	<b>38</b>
<b>Firearms</b>	<b>16</b>
<b>Driving</b>	<b>16</b>
<b>Arrest Control</b>	<b>16</b>
<b>Testing</b>	<b>10</b>
<b>TOTAL</b>	<b>96</b>

**I. ADMINISTRATION OF JUSTICE**

**REQUIRED HOURS: 4**

**A. Authority of the Colorado Peace Officer/ Jurisdictional Relationships & Agency Authority**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of the authority of Colorado peace officers and the jurisdiction of law enforcement agencies, the functions of law enforcement agencies, levels of jurisdiction, and matters of mutual concern.

**Specific Performance Outcomes:**

1. The student will define the role and authority of Colorado peace officers.
2. The student will identify the basic capabilities of the CCIC/NCIC systems, and the purpose of each query.
3. The student will explain the limitations on procedures for accessing and releasing criminal justice information and the associated penalties.
4. The student will describe the interrelationships of Colorado law enforcement agencies and their responsibilities and authority.

5. The student will distinguish the responsibilities for the three levels of law enforcement listed below:
  - a. Federal law enforcement agencies
  - b. State law enforcement agencies
  - c. Local law enforcement agencies

**Required Source Material:**

*Colorado State Constitution*, as amended

*United States Constitution* - Bill of Rights

**Recommended Source Material:**

*Criminal Justice*, Fagin (Prentice Hall), 2006

*Criminal Justice: Introductory Cases & Materials*, Skolnick, Feeley, McCoy (Foundation Publishing), 6<sup>th</sup> ed., 2004

*Introduction to Criminal Justice*, Larry J. Siegel and John L. Worrall, Cengage Learning; 16th edition (January 1, 2017)

*CBI - Misuse of CCIC Data Handout, FACs and Powerpoint*, (Colorado Bureau of Investigation)

*CCIC Training Manual* (Colorado Bureau of Investigation)

*Colorado Revised Statutes*

**B. Law Enforcement Ethics**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will be able to identify the traits that officers should exemplify and explain the benefits of professional and ethical behavior to the officer, department, and community.

**Specific Performance Outcomes:**

1. Using the Law Enforcement Code of Ethics, the student will analyze situations that present conflicting values.
2. The student will apply the four categories of character to law enforcement situations.
3. The student will demonstrate an understanding of ethical behavior, morality and character as applied to:
  - a. Acceptance of gratuities

- b. Use of deception and force
  - c. Treatment of citizens, including suspects and informants
  - d. Selective enforcement of the law and discretion
  - e. Preparation of reports and testimony
  - f. Conduct on and off duty
4. The student will describe the consequences of unethical/unprofessional conduct to the peace officer, department, and community.
  5. The student will explain why an officer should respond to a co-worker's unprofessional conduct to include the duty to report excessive use of force and the duty to intervene.
  6. The student will summarize the impact of the landmark case decision in *Brady v Maryland* (1973) on law enforcement.

**Required Source Material:**

*Character and Cops: Ethics in Policing*, Delattre (American Enterprise Inc. Press)

**II. BASIC LAW**

**REQUIRED HOURS: 22**

**A. United States Constitution/ Rules of Evidence/ Arrest, Search & Seizure**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will demonstrate an understanding of the concepts of the Bill of Rights, the Fourteenth Amendment to the United States Constitution, and the rules of evidence as they pertain to the rights of all citizens.

**Specific Performance Outcomes:**

1. The student will give examples of the application of the concepts of due process of law, equal protection of the law, and how violations of constitutional rights impact upon law enforcement.
2. The student will apply the following amendments to the U.S. Constitution to the actions and conduct of peace officers:

- a. First Amendment
  - b. Fourth Amendment
  - c. Fifth Amendment
  - d. Sixth Amendment
  - e. Eighth Amendment
  - f. Fourteenth Amendment
3. The student will discuss how the landmark case decision in *Brady v Maryland* (1973) impacted the application of the due process of law under the 5th and 14th amendments.
  4. The student will distinguish between evidence and proof.
  5. The student will identify circumstances, which may cause evidence to be excluded, to include the failure to properly and timely disclose evidence as required by both the U.S. and Colorado Constitutions, Colorado law, and Rule 16 of the Colorado Rules of Criminal Procedure.
  6. Given a series of laws and court decisions, the student will explain searches and seizures of:
    - a. Persons
    - b. Vehicles
    - c. Property
    - d. Warrants

**Recommended Source Material:**

*Colorado Peace Officer's Handbook* (Lexis Nexis Publishing)

*Colorado Peace Officer's Legal Source Book* (Colorado District Attorney's Council/Colorado Attorney General)

*Crime and Justice in America: A Human Perspective*, Territo, Halsted and Bromley (Pearson, Prentice-Hall)

**B. Colorado Criminal Code and Related Federal Statutes**

**Required Minimum Hours: 12**

**General Learning Goal:** The student will demonstrate basic knowledge of the Colorado Criminal Code.



**Specific Performance Outcomes:**

1. Given a series of fact patterns, the student will identify criminal violations as defined by the C.R.S.
2. The student will list appropriate questions regarding inquiries into incidents, to determine if they are criminal or civil in nature.
3. The student will distinguish between crime classifications in the C.R.S., Title 18, except Articles 14 and 15.

**Recommended Source Material:**

*Colorado Revised Statutes, Title 18*

**C. Colorado Children’s Code**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of the Children's Code, cite and explain the major provisions relative to the tasks of Colorado peace officers and proper procedures for arrests, investigations, charging, conviction, and sentencing.

**Specific Performance Outcomes:**

1. The student will explain the neglect and dependence section of the Colorado Children's Code relating to:
  - a. Neglected or dependent child, 19-3-102 (A through G) C.R.S. and Child not neglected-when, 19-3-103 C.R.S.
  - b. Persons required to report child abuse or neglect, 19-3-304 C.R.S.
  - c. Taking children into custody, 19-3-401 C.R.S.
  - d. Investigative responsibility: Action upon report of intrafamilial, institutional, or third-party abuse-investigations-child protection team-rules, 19-3-308 C.R.S.
2. The student will describe the steps that must be followed when a juvenile is taken into custody.
3. The student will explain the various charging options, when juveniles can be charged as adults, and what juvenile offender

information and records may be released.

**Recommended Source Material:**

*Colorado Revised Statutes, Title 19*

**D. Motor Vehicle Laws**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of the elements of traffic code violations as defined in C.R.S. Title 42, specifically Articles 2, 3, and 4.

**Specific Performance Outcomes:**

1. The student will recognize elements of traffic code violations as defined in 42-2, 3 & 4 C.R.S.
2. The student will recognize the purpose of the model traffic code, as adopted by local governments.

**Recommended Source Material:**

*Colorado Revised Statutes, Title 42*

**E. Victims' Rights and Domestic Violence**

**Required Minimum Hours: 2**

**General Learning Goal:** The student will demonstrate an understanding of the laws relating to victim and witness rights, and how to effectively recognize and investigate domestic violence incidents.

**Specific Performance Outcomes:**

1. The student will explain the provisions of C.R.S. Title 24, Article 4.1, and the procedures for locating assistance for victims and witnesses of crime.
2. The student will apply the elements of domestic abuse and the duties of peace officers as outlined in the C.R.S. to a series of fact patterns.
3. Given a case study, the student will apply the problem-solving responsibilities of a peace officer at the scene of a domestic dispute consistent with officer safety, child abuse statutes,

criminal statutes involving crimes against persons and conflict resolution.

**Required Source Material:**

*Colorado Revised Statutes*

**Recommended Source Material:**

*Colorado Peace Officers Handbook*, Latest Edition (Blue 360 Media)

*Understanding Community Policing: A Framework for Action* (Office of Justice Programs, Bureau of Justice Assistance)

**III. PATROL PROCEDURES**

**REQUIRED HOURS: 8**

**A. Officer Survival**

**Required Minimum Hours: 8**

**General Learning Goal:** The student will demonstrate the mental, physical and tactical preparations required to survive on the job.

**Specific Performance Outcomes:**

1. Examine the circumstances in which peace officers are killed in order to recognize the elements involved in police combat confrontations.
2. Identify techniques for mental and physical preparation necessary to respond to critical incidents to include:
  - a. Crisis rehearsal
  - b. Positive self-talk
  - c. Physical fitness
  - d. Mental wellness
3. Describe an officer's focus of attention by using the awareness spectrum and the triad of tactical thinking.
4. Explain the importance of tactical readiness through officer competency and equipment readiness
  - a. physical conditioning
  - b. emotional/mental health

- c. equipment readiness/competency
5. The student will demonstrate an understanding of the process of tactic analysis.
- a. Identify the decision-making process during a use of force.
  - b. Recognize the pre-attack indicators offenders may display prior to an attack on officers.
  - c. Evaluate the “Deadly Errors” and the “Fatal Tendencies” for maintaining officer safety.

**Recommended Source Material:**

*“Annual Report of Law Enforcement Officers Killed & Assaulted”, FBI*  
[www.fbi.gov](http://www.fbi.gov)

*Street Survival II: Tactics for Armed Encounters, Remsburg, Marcou, Glennon (Calibre Press)*

*Tactics for Criminal Patrol, Remsburg (Calibre Press)*

*The Tactical Edge: Surviving High Risk Patrol, Remsburg (Calibre Press)*

*Deadly Force Encounters (Second Edition), Artwohl, Christensen*

*Officer Down Code 3, Brooks (Motorola Teleprograms Inc)*

*Force Science Institute*

**IV. USE OF FORCE**

**REQUIRED HOURS: 4**

**A. Civil and Criminal Liability**

**Required Minimum Hours: 4**

**General Learning Goal:** The student will demonstrate an understanding of the concept of "continuum/paradigm of force", the use of force, reporting the use of excessive force, and the use of deadly force and related legal issues.

**Specific Performance Outcomes:**

- 1. The student will explain the role of use of force considerations in the continuum/paradigm of force including but not limited to

C.R.S. 18-1-701 through 710 and 18- 8-801 through 18-8-804.

2. The student will provide alternatives to the use of deadly force based upon a subject's actions and behavior.
3. The student will describe the physiological and psychological forces that affect a person threatened with danger.

**Recommended Source Material:**

*Colorado Peace Officers Legal Source Book* (Colorado District Attorneys Council/Colorado Attorney General)

*Colorado Revised Statutes*

**V. PROFESSIONAL SKILLS - REMEDIATION/ QUALIFICATION**

**REQUIRED HOURS: 48**

**A. Arrest Control Training Program**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will explain and demonstrate the basic principles of arrest control as it applies to physical control, searching, application of handcuffs, use of an impact instrument, weapons retention and retrieval, escort control and ground fighting.

**Specific Performance Outcomes:**

1. The student will identify, discuss, explain and demonstrate the proper application of handcuffs in both low and high-risk situations; explain and demonstrate verbal commands, proper stance, and maintaining physical control of the subject during the handcuffing procedure, to include proper application of the handcuffs.
2. The student will identify, discuss and demonstrate proper search techniques during low risk and high-risk situations, and explain and demonstrate verbal commands, and control of the subject during the search process.
3. The student will identify, discuss and demonstrate an escort control hold prior to applying handcuffs; explain and demonstrate verbal commands, control of the subject, and

movement of the subject to a secure location; and then application of the handcuffs or release of the subject for interview or interrogation.

4. The student will identify, discuss and demonstrate how to maintain control of his/her weapon while the weapon is holstered, by a subject who is attempting to disarm him/her.
5. The student will identify, discuss and demonstrate how to regain control of his/her weapon after being disarmed.
6. The student will identify, discuss and demonstrate the proper use of an impact weapon in defense of an unarmed attack.
7. The student will identify, discuss and demonstrate a basic knowledge of ground fighting, to include escape and recovery from an attack when on the ground with a suspect.

## **B. Law Enforcement Driving**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will explain the legal aspects associated with emergency vehicle operation, demonstrate skills required for operation of a law enforcement vehicle and explain the factors that affect law enforcement driving.

### **Specific Performance Outcomes:**

1. The student will identify, discuss, and explain statutory law, case law and principles of liability governing police vehicle operations.
2. The student will identify and demonstrate proper non-emergency driving skills and defensive driving methods.
3. The student will identify, discuss, explain or demonstrate the various skills and techniques necessary to safely operate a vehicle on an emergency response or vehicle pursuit.

## **C. Firearms Training Program**

**Required Minimum Hours: 16**

**General Learning Goal:** The student will demonstrate the basic principles of shooting a handgun.

**Specific Performance Outcomes:**

1. The student will demonstrate the basic techniques of marksmanship and shooting using a handgun that will include, but not be limited to:
  - a. Stance
  - b. Grip
  - c. Sight picture/sight alignment
  - d. Trigger manipulation
  - e. Breath control
  - f. Follow through/recovery
  - g. Presentation
2. The student will safely and effectively demonstrate using a handgun.
  - a. Ammunition management
  - b. Weapons status
  - c. Malfunctions
3. Only one weapon system must be taught, and all safety rules must be adhered to.
4. The student will explain, discuss, and demonstrate the firearms role regarding use of force and the importance of "mindset".
5. The student will demonstrate commonly recognized survival-based shooting techniques.

**VI. SKILLS TESTS AND WRITTEN CERTIFICATION  
EXAMINATION**

**REQUIRED HOURS: 10**

**A. Arrest Control Performance Test**

**Required Minimum Hours: 2**

1. All students must successfully complete a skills test out examination in accordance with the discipline being taught. If the program does not have a student test out then each student at a minimum must successfully complete the arrest

control skills test as used in the provisional/renewal of certification process.

**B. Law Enforcement Driving Performance Test**

**Required Minimum Hours: 2.75**

1. Three-lane perception/reaction to be done under normal driving conditions (minimum speed - 30 MPH).
  - a. Electric lights or visual indicator is required
  - b. Minimum speed 30 MPH
2. Low-speed precision driving course to include backing through a cone pattern 150-feet in length demonstrating a left and right pattern through a curved course.
3. Precision maneuverability road course to include a 90-degree left and right turn, a 180-degree turn, and a high-speed lane change at 40 to 45 MPH.
4. Braking technique - straight line course (minimum speed- 40 MPH).

**C. Firearms Performance Test**

**Required Minimum Hours: 2.75**

1. The student will qualify with a handgun on a range with a score of one hundred percent (100%) with a maximum of three formal attempts utilizing the POST approved Handgun Qualification Course.
2. A formal attempt on the Handgun Qualification Course is an announced attempt prior to the qualification for record (it is not a practice attempt).
3. If the student fails all three formal attempts on the Handgun Qualification Course, the student must successfully complete the entire Firearms Training Program in a POST approved basic or reserve academy for peace officer certification.

**D. POST Written Certification Examination**

**Required Minimum Hours: 2.5**

1. The student must meet all the requirements of POST Rule 10, Rule



11, Rule 13 and Rule 15, and the requirements of the attended Refresher Academy. Students may take the written certification exam prior to successful completion of skills testing. All skills testing and written examinations must be successfully completed within two years from the end date of the academy.

2. Colorado POST sets a passing score that reflects the level of knowledge and skills required for minimally competent performance as an entry-level peace officer in the State of Colorado. POST uses national testing standards in setting the passing score which falls on a test score scale that ranges from 0 to 100. This cut score definition will go into effect upon the implementation of the reformulated test items for the POST certification exam.

# ARREST CONTROL TRAINING PROGRAM

*Effective January 1, 2021*

The purpose of the Peace Officer Standards and Training (POST) Arrest Control Training curriculum is to provide comprehensive arrest control training through the combined use of a traditional classroom model and interactive scenario events designed to test and develop the students' skills. Initial skill training will consist of classroom and lab to provide students with the opportunity to learn and practice physical skills through instruction, repetition and testing. The next phase of training is designed to apply those skills in a safe but more challenging environment dealing with situations that officers might face in the line of duty. Academy instructors are tasked with including all elements of an adult learning model in order to maximize understanding, application and retention of academy material.

Students will meet each learning objective listed. Academies must provide at least 62 hours of arrest control instruction. Academy directors are given discretion to increase the number of hours in each subsection in order to meet individual needs.

## MINIMUM REQUIRED HOURS: 62

### I. ARREST CONTROL ORIENTATION

**Required Minimum Hours: 1**

**General Learning Goal:** The students will understand the safety rules and procedures including the site safety plan.

**Learning Objectives:**

- A. All students will advise of any injuries and pre-existing conditions that would prohibit participation. If necessary, students should complete a medical record release waiver.
- B. Students will receive all applicable training materials based on the individual program's standards.
- C. The students will understand the safety rules established during orientation for conduct in class and labs.
- D. All students will perform warm-up exercises and stretching exercises before performing any lab activities.
- E. All students will immediately report any injuries to the instructors.

## II. USE OF FORCE CONSIDERATIONS

**Required Minimum Hours: 2**

**General Learning Goal:** The students will discuss and understand use of force and its legal issues.

### **Learning Objectives:**

- A. The students will discuss and understand the role of arrest control techniques and tactics in the use of force including, but not limited to § 18-1-707 and § 18-8-801 through § 18-8-803, C.R.S.
  - 1. The students will discuss and understand the difference between general control and physical control
  - 2. The students will discuss and understand the following state statutory requirements:
    - a. Law Enforcement Integrity
      - (1) § 24-31-901, C.R.S, Definition including: (1) Contacts, (4) physical force, and (5) Serious Bodily Injury.
    - b. Justification and exemptions from criminal responsibility.
      - (1) § 18-1-704, CRS: Use of physical force in defense of a person.
      - (2) § 18-1-706, CRS: Use of physical force in defense of property.
    - c. § 18-1-707, C.R.S.: Use of physical force in making an arrest or in preventing an escape.
    - d. Offenses relating to use of force by peace officers-duty to intervene (3) 18-8-803, C.R.S.: Use of excessive force.
    - e. Federal civil violations (1) 42 U.S.C. § 1983: Civil Action for deprivation of rights.
- B. The students will discuss and understand the implications Constitutional case law will have in the use of force.

1. Fourth Amendment rights (*Graham v. Conner*, 490 U.S. 386 (1989) U.S. Supreme Court)
  2. Fourteenth Amendment rights (*Johnson v. Glick*, 481 F.2<sup>nd</sup> 1028 (2d Cir. 1973) United States Court of Appeals, Second Circuit)
- C. The students will discuss and understand proper documentation for arrests and use of force.
1. Instruction should be given on proper documentation on not only arrest but also cases of use of force (Example: Use of force reports)
  2. Proper documentation in use of force cases should include, but is not limited to:
    - a. Officer arrival
    - b. Officer observations
    - c. Subject actions
    - d. Type of arrest control or tools used
    - e. De-escalation technique used
    - f. Were there injuries and was medical attention sought

### III. DE-ESCALATION OF FORCE

**Required Minimum Hours: 2**

**General Learning Goal:** The student will explain the concept of "de-escalation of force" and force options, in accordance with CRS 24-31-315(1).

**Learning Objectives:**

- A. The student will explain and discuss necessary verbal skills and the role they play in the de-escalation of force.
  1. Types of skills
- B. Verbal
  1. The importance of using loud, repetitive verbal commands during subject control in order to gain compliance
- C. Non-verbal
- D. Interpersonal communication

1. Listening
2. Physical

Students will be given an overview of Risk Assessment Response and their uses in arrest control tactics. (Example: Verbal de-escalation techniques should be used with available cover for safety)

#### IV. ALTERNATIVES TO THE USE OF DEADLY FORCE

**Required Minimum Hours: 2**

**General Learning Goal:** The students will discuss and understand alternatives to the use of deadly force.

**Learning Objectives:**

- A. The students will receive an overall introduction to less-lethal uses of force.
  1. Less-lethal force defined
  2. The students will discuss and understand the various less-lethal force options that are commonly available to officers
  3. The students will discuss the relationship between less-lethal devices and other use of force options

#### V. BALANCE AND MOVEMENT

**Required Minimum Hours: Lab 1**

**General Learning Goal:** The students will demonstrate minimum physical balance and movement proficiency needed during the arrest procedure.

**Learning Objectives:**

- A. The students will demonstrate minimum proficiency in proper balance and movement prior to and during the arrest procedure.

- B. The students will understand footing and other conditions that may limit response to a threat.
- C. The students will learn to stay alert, keeping their firearm protected from the subject, their weight evenly distributed, and their feet shoulder width apart.

## **VI. PERSONAL WEAPONS AND OTHER HAZARDS**

**Required Minimum Hours: 1**

**General Learning Goal:** The students will be able to readily identify personal weapons and other potentially dangerous hazards and demonstrate the proper use of personal weapons.

### **Learning Objectives:**

- A. The students will be able to demonstrate the proper use of personal weapons such as the hands, head, knees, elbows and feet.
- B. The students will show an awareness for potential weapons that a suspect may use.
- C. The students will show an awareness for the friends or associates of the suspect.
- D. The students will understand the concept of escape routes as it relates to a suspect and an officer.

## **VII. SEARCHING AND HANDCUFFING TECHNIQUES**

**Required Minimum Hours: Lab 8**

**General Learning Goal:** The students will demonstrate proficiency in searching and handcuffing techniques. The use of training handcuffs shall not be permitted in a basic training class except during section XV, Individual Arrest Control Programs.

### **Learning Objectives:**

- A. The students will demonstrate proficiency in conducting a systematic search to include:
  - 1. Understanding tactical considerations when approaching a suspect including conducting a visual search
  - 2. Demonstrate a complete systematic search, starting with high-risk areas
  - 3. Demonstrate an understanding of searching common areas on a suspect's body where weapons and contraband can be concealed
  
- B. The students will demonstrate proficiency in controlled handcuffing procedures to include:
  - 1. Explaining the appropriate legal justifications for handcuffing a subject
  - 2. Understanding the tactical considerations for safely handcuffing a suspect
  - 3. Demonstrating proper handcuffing techniques to include, but not limited to:
    - a. Compliant handcuffing
    - b. Controlling resistive behavior during handcuffing
    - c. High-risk handcuffing
  - 4. Understanding the risk of injury to a subject from handcuffing
  - 5. Understanding proper handcuff selection and maintenance

## VIII. CONTROL TECHNIQUES

**Required Minimum Hours: 4**

**General Learning Goal:** The students will demonstrate proficiency in basic techniques for gaining control over suspects.

### **Learning Objectives:**

- A. The students will demonstrate proficiency in control holds including, but not limited to:
  - 1. Control and escort
  - 2. Pre-arrest and arrest situations
  - 3. Team control techniques

- a. Multi-officer techniques for controlling a suspect
  - b. Officers surround suspect
  - c. “Trigger” word for action
  - d. Limb control: handcuff and/or hobble
  - e. Sit subject up in an upright position or place them in a recovery position on their side
  - f. Decision as to medical transport or police transport
- 4. Practical exercises and demonstration of techniques
    - a. Tactical positioning
    - b. Limb control / take-downs to include legs and arms
    - c. Head and neck stabilization
    - d. Handcuffing skills
    - e. Team contact, control and take-downs

## IX. NECK RESTRAINTS

**Required Minimum Hours: 2**

**General Learning Goal:** The students will understand the effects of, and defense against, neck restraints.

### **Learning Objectives:**

- A. The students will understand the legal implications of applying neck restraints as it relates to use of force, and the associated dangers to the recipient.
- B. The student will understand the differences between respiratory and vascular neck restraints as defined in §18-1-707.
- C. The student will be able to demonstrate effective defenses against neck and choke holds.

## X. GROUND TACTICS AND DEFENSE

**Required Minimum Hours: 8**

**General Learning Goal:** The students will demonstrate and have a basic understanding of the physical and psychological aspects of ground tactics and defense.

### **Learning Objectives:**

- A. The students will be able to demonstrate basic defense concepts while on the ground, including but not limited to:



1. Avoiding a ground defense situation when possible
2. Fighting to and from the ground
3. Going to the ground while minimizing injuries
4. Control techniques to and from the ground
5. Uniform and equipment concerns including getting access to weapons
6. Considerations of using a weapon from the ground
7. Techniques for recovering to standing from ground situations

## **XI. IMPACT INSTRUMENTS**

**Required Minimum Hours: 4**

**General Learning Goal:** The students will demonstrate the use and targeting of an impact instrument.

**Learning Objectives:**

- A. The students will demonstrate minimum proficiency in the appropriate use of an impact instrument.
- B. Students will understand the legal justifications for the use of impact instruments.
- C. Students will be able to discuss appropriate target areas depending on the level of force required.

## **XII. EDGED WEAPON**

**Required Minimum Hours: 3**

**General Learning Goal:** The students will understand the inherent dangers of dealing with a person with an edged weapon and will demonstrate edged weapon defense tactics.

**Learning Objectives:**

- A. Demonstrate basic edged weapon defense.
- B. Demonstrate defense options in an edged weapon attack.

### **XIII. RETENTION AND RETRIEVAL OF WEAPONS AND INSTRUMENT**

**Required Minimum Hours: 4**

**General Learning Goal:** The students will demonstrate control and retrieval of weapons and other instruments carried.

**Learning Objectives:**

- A. The students will demonstrate proficiency in control and retrieval of weapons which will include, but are not limited to:
  - 1. Handguns
  - 2. Impact instruments
  - 3. Chemical agents
  - 4. Holsters
  - 5. Long guns

### **XIV. CUSTODIAL CARE**

**Required Minimum Hours: 2**

**General Learning Goal:** The students will understand the basic symptoms identified with Sudden In-Custody Death Syndrome (SCDS) and demonstrate basic techniques in dealing with such situations.

**Learning Objectives:**

- A. The students will understand the basic symptoms of SCDS and demonstrate basic handling techniques, including but not limited to:
  - 1. Introduction and background of SCDS
  - 2. Associated Syndromes
    - a. Cocaine Psychosis
    - b. Excited Delirium
    - c. Respiratory Compromise
    - d. Sudden In-Custody Death
  - 3. Identifiable symptoms and behavioral patterns
  - 4. Compliance tactics

5. Restraints and medical intervention
6. Discussion of research

## **XV. INDIVIDUAL ARREST CONTROL PROGRAMS**

**Required Minimum Hours: 6**

**General Learning Goal:** The students will discuss areas and issues of individual programs and demonstrate their application.

### **Learning Objectives:**

- A. Explain and discuss areas and issues pertaining to specific individual arrest control programs to include escalation and de-escalation of force.
- B. Demonstrate practical application of arrest control through such methods as:
  1. Testing
  2. Role-playing
  3. Flow Drills. Flow drills are defined as linking different skills into one cohesive system. An example would be placing a subject into an escort position, transitioning to a take-down due to resistance, and then flowing into an appropriate handcuffing technique.
  4. Force-on-force (e.g., RedMan)

## **XVI. DRILL TRAINING**

**Required Minimum Hours: Lab 10**

**General Learning Goal:** The students will participate in scenario based drill training exercises that will require them to incorporate information and techniques from various arrest control training blocks into one exercise.

### **Learning Objectives:**

- A. There will be at least two scenario based training days in each academy. One will be near the midpoint of training; the other will be near the end. Students will participate in multiple scenario based trainings during each date in order to practice skills taught in a simulated “real life” environment.

- B. Students will apply all of the following techniques to the drill training to include, but not limited to:
1. Proper initial approach and contact
  2. Verbal skills
  3. De-escalation of the subject or scenario
  4. Escalation and de-escalation of force
  5. Self-defense
  6. Arrest control
  7. Overcoming resistance
  8. Proper follow-up procedures, such as handcuffing, rendering aid, etc.
- C. Students will understand the safety instructions provided for the drill training exercises including identification of the safety officer.
- D. A safety officer is a person who is not directly physically involved in the drill training scenario whose function is to watch the scenario in order to identify any dangerous situation before an injury occurs and is able to end the exercise if unsafe conditions are identified. The safety officer is recommended to be an arrest control instructor and shall not be a student.

## **XVII. TESTING**

**Required Minimum Hours: 2**

**General Learning Goal:** The students will demonstrate knowledge and proficiency of the content and techniques learned in the *Arrest Control Training Program*.

**Learning Objective:**

- A. All students will be required to pass a written and practical test.

## **XVIII. TRAINING RECOMMENDATIONS**

- A. Recommended mat area needed for training: A 14' x 14' area is recommended per pair of students for all lab portions of this course.

## **XIX. POST INSPECTIONS**

- A. Inspections may be conducted at any time during the program and may be either announced or unannounced inspections.
- B. In addition to the documentation required by Rules 21 and 24, the following items must be available during inspections:
  - 1. Daily schedules that include:
    - a. Proposed and completed training dates
    - b. Topics of instruction
    - c. Number of hours of lecture and lab per topic
    - d. Student and instructor ratios
  - 2. Current lesson plan being used for the program
  - 3. Manual or supportive material that corroborates the lesson plan
  - 4. Scripts of the individual drill training scenarios
  - 5. Test questions with answer key
  - 6. Practical test and evaluation form

# LAW ENFORCEMENT DRIVING PROGRAM

*Effective July 1, 2017*

## MINIMUM REQUIRED HOURS: 44

Lab*	32
Lecture	8
Training (lab or lecture at lead instructor's discretion)	4
TOTAL	44

***\*Includes a minimum of 3 hours night driving***

***\*Driving simulators may be used to supplement but not replace required track time***

**General Learning Goal:** The student will explain the legal aspects associated with emergency vehicle operation, demonstrate skills required for operation of a law enforcement vehicle and explain the factors that affect law enforcement driving.

## I. LEGAL ASPECTS

### **Learning Objective:**

The student will identify, discuss and explain statutory law, case law and principles of liability governing police vehicle operations.

#### A. Non-Emergency Driving

1. State statutes requirements
2. Agency policy
3. General, civil liability

#### B. Emergency Driving

1. State statute requirements: § 42-4-108, CRS
  - a. § 42-4-213, C.R.S.: Audible and Visual Signals
2. "Due regard for safety" explanation of state law
3. Agency policy

4. General civil liability
  - a. Negligence
5. Examples of current case law
6. Identify means by which an agency or officer can be held liable

C. Pursuit Driving

1. State statute requirements: § 42-4-108, C.R.S.
  - a. § 42-4-213, C.R.S.: Audible and Visual Signals
2. "Due regard for safety" explanation of state law
3. Agency policy
4. General civil liability
  - a. Negligence
  - b. Civil rights violations
  - c. Unreasonableness
5. Examples of current case law
  - a. Identify means by which held liable
6. Civil liability
  - a. Accountable for errors or omissions while operating a police vehicle
  - b. "Duty to protect" explanation
7. Liability of supervisors
  - a. Direct
  - b. Vicarious
    - (1) Failure to supervise
    - (2) Failure to train
    - (3) Failure to discipline
8. Vicarious liability of agencies
  - a. Policy subject to liability
  - b. Deliberate indifference
  - c. Negative retention

D. Occupant Restraint System

1. Statutory requirements

- a. § 42-4-237, C.R.S.: Mandatory use and exemptions
  - b. Advantages of using occupant restraints while operating an emergency vehicle
    - (1) Agency policy
    - (2) Worker's Compensation requirements
- E. The responsibility for remaining current with case law pertaining to law enforcement driving rests with the lead driving instructor of each academy. Resources: local district attorney, state attorney's office, National Traffic Center.

## II. NON-EMERGENCY DRIVING SKILLS

### Learning Objective:

The student will be able to identify and demonstrate proper non-emergency driving skills and defensive driving methods.

- A. Driver's Attitude and Condition
- B. Driver's Skill and Abilities
- C. Vehicle's Capability and Condition
  - 1. Make a visual pre-drive inspection of the vehicle
  - 2. Vehicle condition
    - a. Use by other officer
    - b. Maintenance of the vehicle
- D. Driving Environment
  - 1. Road, weather, and traffic conditions
  - 2. Always being aware of an "out" or escape maneuver/route in an emergency development
- E. Acceleration and Deceleration
  - 1. "The greater the speed, the longer it takes to stop"
  - 2. Brake fade is due to "over-use" of the system
  - 3. Factors affecting a vehicle



4. Understeer:
  - a. The front tires lose traction before the rear tires and gives the sensation of not steering into the turn - "Plowing".
5. Oversteer:
  - a. The rear tires lose traction and slip towards the outside of the curve and cause the rear of the vehicle to take a wider path through the turn than the front of the vehicle.

#### F. Steering and Cornering Skills

1. The 9 and 3 hand position on the steering wheel and/or the 8 and 4 hand positions are the only acceptable hand positions. These positions are to be taught along with the shuffle steering technique or modified shuffle steering.
2. Line of travel
  - a. Centripetal force: center seeking force which acts upon a body in motion in a circular or semi-circular motion that is directed to the center of curvature or axis of rotation.
  - b. Centrifugal force: center fleeing force which acts upon a body in motion in a circular or semi-circular motion that is directed away from the center of the curvature or axis of rotation.

#### G. Skid Avoidance and Control

1. Speed and Traction
2. Road surface
  - a. Friction
    - (1) Static: at rest (no motion)
    - (2) Rolling: one body going one way and the other body going the opposite direction (develops traction)
    - (3) Kinetic: the contact between two surfaces that are sliding together (no traction)

#### H. Collision Avoidance

1. Escape routes
2. Defensive and alert

- I. Accident survival
  - 1. Angle of impact
  - 2. Positioning of vehicle
    - a. Collision zone
  - 3. Collision selection
- J. Backing
  - 1. Vehicle backing instruction and exercises will be a part of academy programs. Acceptable instruction may include the use of mirrors, no use of mirrors, or a combination.
  - 2. Steering
    - a. Parallel parking
    - b. Positioning of hands and body
    - c. Changing Vehicle Direction
  - 3. "Y"/"J" turns
  - 4. "U" turn
  - 5. Pull in and back out
- K. Radio Use
  - 1. Divided attention

### **III. EMERGENCY RESPONSE AND VEHICLE PURSUIT DRIVING SKILLS**

#### **Learning Objective:**

The student will be able to identify, discuss, explain or demonstrate the various skills and techniques necessary to safely operate a vehicle while on an emergency response or vehicle pursuit.

- A. Legal Limitations
  - 1. Limitations based on State Statutes
    - a. § 42-4-213, CRS: Audible and visual signals on emergency vehicles

- b. § 42-4-108, CRS: Public officer to obey provisions – exceptions for emergency vehicles
    - c. § 42-4-805(8), CRS: Pedestrians yielding to an emergency vehicle
    - d. § 42-4-705, CRS: Operation on approach of emergency vehicles
  - 2. Limitations based on departmental policy
- B. Driving Position
  - 1. Seat Position
  - 2. Proper steering wheel position
  - 3. Police equipment
  - 4. ALWAYS wear the occupant restraints in the proper manner
- C. Steering
  - 1. The 9 and 3 hand position is required instruction; other hand positions are optional instruction.
  - 2. Instruction is required on the shuffle steering technique, with the hands not going beyond the twelve o'clock position.
    - a. "Crossover" or "arm lock" is acceptable in emergency avoidance situations.
    - b. Other steering technique instruction is optional.
  - 3. Eye movement.
- D. Braking
  - 1. Locked wheel skid: all wheels are locked up and the tires are skidding on the road surface.
  - 2. Threshold braking: braking the vehicle to the point just before the wheels lock up.
    - a. Incipient skid
  - 3. "Rolling friction"
    - a. Steering

4. Anti-lock Braking System (ABS)
- E. Acceleration
1. Traction
- F. Vehicle Dynamics
1. Friction
    - a. Static
    - b. Rolling
    - c. Kinetic
  2. Centripetal Force
  3. Centrifugal Force
  4. Explanation of differences in various wheel drives, i.e., front wheel drive and four wheel drive.
  5. Liability for specific drive vehicles other than rear wheel drive rests with the department that employs the recruit.
- G. Skid Control
1. Rolling friction
    - a. Spin out
    - b. Hydroplaning
- H. Cornering
1. Oversteer
  2. Understeer
  3. Line of travel
    - a. Speed
    - b. Position
  4. Apex
    - a. Entrance
    - b. Exit

I. Emergency Equipment

1. Limitations: lights/sirens
2. Effects on Other Drivers
3. Use of the Emergency Radio

J. Speed of the Emergency Vehicle

1. Environmental conditions
  - a. Weather
  - b. Traffic
  - c. Road surface
2. Vehicle condition

K. Night Driving

1. Night driving practice is required after the completion of 12 hours of daylight track driving time.
2. Night driving shall start no earlier than thirty (30) minutes prior to sunset.

#### IV. MENTAL ASPECTS OF NON-EMERGENCY DRIVING

**Learning Objective:**

The student will identify, discuss and explain mental aspects of non-emergency driving.

A. Psychological Aspects

1. Routine
  - a. Same shift, same area
  - b. Poor posture
  - c. Poor Driving Habits
2. Emotional State
  - a. Personal Problems
  - b. Job Pressures

3. Fatigue
  - a. Long time spans in the vehicle
  - b. Shift work
  - c. Off-duty employment/education
  - d. Lack of rest
  - e. Conditioning

B. Driving Process

1. Identify
  - a. Mental
2. Analyze
  - a. Mental
3. Decide
  - a. Mental
4. Execute
  - a. Mental
  - b. Physical

V. MENTAL ASPECTS OF PURSUIT DRIVING

**Learning Objective:**

The student will identify, discuss, and explain mental aspects of pursuit driving.

A. Psychological Mind Set

1. Routine
2. Non-routine
  - a. Higher speed
  - b. High stress
3. Physical Response
  - a. Adrenaline flow
  - b. Tunnel vision
4. "Have to win"

- B. Judgment Considerations
  - 1. Legalities
    - a. Administrative policy
    - b. Liabilities – recent court decisions
    - c. State law
  - 2. Win
    - a. No injuries or damages
    - b. No complaints or lawsuits
    - c. Positive or no media coverage
  - 3. Lose
    - a. Injuries or damages
    - b. Lawsuits filed
    - c. Negative media coverage
  - 4. Evaluation
    - a. Department policy
    - b. Type of crime
    - c. Danger to others
    - d. Weather conditions
    - e. Road surface
    - f. Re-valuation
  - 5. Use of force continuum
    - a. Deadly force
- C. Post Pursuit
  - 1. Adrenaline control
  - 2. Injuries/Damage
  - 3. Documentation

## VI. MENTAL ASPECTS OF EMERGENCY DRIVING

### **Learning Objective:**

The student will be able to identify, discuss, and explain mental aspects of emergency driving.

- A. Psychological Aspects (Nature of the Call)
  - 1. Routine to non-routine
  - 2. Property crime
  - 3. Persons crime
  - 4. Life threatening
    - a. Weapons
    - b. Injuries
  - 5. Officer Assistance
    - a. Emergency
    - b. Non-emergency
  
- B. Judgment Considerations
  - 1. Administrative policy
    - a. Marked vehicle/unmarked vehicle
  - 2. State law
    - a. Emergency equipment
  - 3. Civil liability
  - 4. Nature of the call
  - 5. Re-evaluation
    - a. Location
    - b. Traffic
  - 6. Suspects
    - a. Description
    - b. Direction of travel

## VII. VEHICLE STABILITY CONTROL

### **Learning Objective:**

The student will be able to identify, discuss, and explain the specific differences that a vehicle equipped with Stability control versus a vehicle that does not.



- A. Stability Control is a term used to describe the various different electronic vehicle stability control programs in every vehicle manufactured since 2012
- B. The degree of the program's control over the vehicle depends on the manufacturer
- C. The mechanical systems on a vehicle that are affected by Stability Control
  - 1. Braking system
  - 2. Transmission
  - 3. Rear differential
  - 4. Front differential
  - 5. Throttle
- D. Steering, throttling and braking techniques affected by Stability Control programs
  - 1. Throttle increases when cornering may be affected by Stability Control
  - 2. Increasing throttle to stabilize and/or regain traction when the vehicle is in an oversteer skid may be inhibited by Stability Control
  - 3. Utilizing throttle to stabilize and/or regain traction when the vehicle is in an understeer skid may be inhibited by Stability Control
  - 4. Throttle increases to stabilize the vehicle's lateral axis may be inhibited
  - 5. Some braking techniques may be affected by Stability Control

## VIII. TESTING

- A. Skills Performance Tests, required for each student:
  - 1. Three-lane perception/reaction to be done under normal driving conditions (minimum speed – 30 MPH).
    - a. Electric lights or visual indicator is required
    - b. Minimum speed 30 MPH
  - 2. Low-speed precision driving course to include backing through a cone pattern 150 feet in length demonstrating a left and right pattern through a curved course.
  - 3. Precision maneuverability road course to include a 90-degree left and right turn, a 180-degree turn, and a high-speed lane change at 40 to 45 MPH.
  - 4. Braking technique – Straight-line course (minimum speed 40 MPH).
  - 5. Cornering, low speed 25 to 30 MPH; high speed 40 to 45 MPH.
  - 6. Demonstrated ability to operate a hand-held police radio while driving at speed.
- B. The skills performance tests will be skill-based and may be scored numerically or by a time passing score, seventy percent (70%) or better.
- C. Written Exam Required
  - 1. Includes a minimum of 20 questions related specifically to driving
- D. Any missed mandatory track time must be made up prior to the completion of testing.

### **Recommended Source Material Only:**

*IADLEST Manual – “Law Enforcement Driver Training Reference Guide 2007”*

## IX. POST INSPECTIONS

- A. Inspections may be done at any time during the entire program.

- B. In addition to the documentation required by Rules 21 and 24, the following items must be available during inspections:
  - 1. Daily schedule that includes the dates, exercises to be conducted, and lecture hours per date, as applicable.
  - 2. Test questions with answer key.
  - 3. Grading sheets for the skills performance tests.
  - 4. Diagrams of all cone patterns and exercises conducted during the program, with measurements.

## **X. DRIVING TRACK/AREA**

- A. Driving site must be approved by the SME driving committee.
  - 1. Site approval will be through a video of the facility.
- B. The driving site must be free of obstructions that interfere with the safe operation of vehicles executing driving exercises.
- C. The primary driving surface must be asphalt or concrete.
  - 1. Other road surfaces (i.e. gravel, dirt) may be used for special exercises.
- D. Safety of trainees and instructors will be a primary consideration at all times.
- E. Track Time Considerations
  - 1. Ten percent (10%) of track time may be used to set cones for exercises. If setup time exceeds ten percent (10%), it is to be deducted from track time.
  - 2. Travel time is not to be included in track time.

## **XI. VEHICLES**

- A. Only “authorized emergency vehicles” suitable for the maneuvers to be performed can be used for training purposes.

- B. Suitability of vehicles for specific maneuvers must be in accordance with the vehicle manufacturer.
- C. Rental vehicles may be used to supplement authorized emergency vehicles for defensive driving techniques only.
- D. All practice vehicles must start each track day in a safe and operable condition. Due to unanticipated problems, a ratio of one vehicle to eight students is acceptable due to breakdowns. More than that is unacceptable for approved track time.
- E. A ratio of more than one vehicle to six students has no effect on track time.

# FIREARMS TRAINING PROGRAM

*Effective January 1, 2021*

**MINIMUM REQUIRED HOURS: 72**

**MINIMUM LIVE ROUNDS OF HANDGUN AMMUNITION FIRED: 1700**

## I. FIREARMS SAFETY

**Required Minimum Hours: 4**

**General Learning Goal:** The student will handle firearms in a safe manner.

### **Learning Objectives:**

1. The student will demonstrate the safe handling of handguns, in all environments (especially the classroom), including, but not limited to:
  - a. Describe and demonstrate range safety and protocol
  - b. Explain safety rules for handguns
  - c. Discuss and explain common mechanical actions of firearms
  - d. Describe and discuss various methods of safely handling and storing the weapon on/off duty
  
- A. Four Rules of Firearm Safety
  1. All weapons must be treated as if they are always loaded
  2. Never let the muzzle of a weapon point at anything you are not willing to destroy
  3. Keep your finger off the trigger and out of the trigger guard until the sights are on the target and you are prepared to shoot
  4. Always be certain of the target and beyond
  
- B. The Firearms Pyramid: Safety, Marksmanship, Speed, Tactics (Teach Safety, Marksmanship, Speed, and Tactics in that Order)
  
- C. Handling of Handguns: Types and Actions
  1. Safeties on weapons: Decockers, grip-safeties, thumb-safeties

2. Single-action, single-action only, double-action, double-action only, single/double-action
  3. Rendering weapons safe
  4. Unfamiliar weapons
- D. Positioning of Handguns
1. Holstered and secured, or cased
  2. Ready (building-search, low-ready, and cover-search)
  3. On target
  4. Clearing/malfunctions/reloads (ensure muzzle is pointed down range even if the shooter must reposition his body slightly)
  5. Maintenance (ensure muzzle is pointed in a safe direction, remove magazine from the weapon and round from chamber before disassembly)
- E. On-Duty Safety
1. Carry condition
  2. Weapons handling: Holstered, in vehicles, in gun lockers, inside buildings, around/with other officers
- F. Off-Duty Safety
1. At home safety and security
  2. In public
- G. Range Safety
1. Protocols, range rules
  2. Practices

3. Fluorescent plastic dummy ammunition
4. Range commands
5. Firearms safety plan

#### H. Special Safety Considerations

1. Plainclothes (concealed/secured)
2. In restrooms
3. Alcohol and drug use
4. Ricochets
5. Dry-firing/dry-practice
6. Cleaning
7. Penetration

#### I. Lead Contamination Considerations

1. Lead and other contaminants are deposited at shooting ranges as rounds are fired. Particles can be dispersed in the air, lay on the ground, or seep into the soil. Health risks are:
  - a. Damage to the brain and nervous system
  - b. Behavioral problems and learning disabilities
  - c. Reproductive problems
  - d. Memory and concentration problems
  - e. Muscle and joint pain
2. Preventive measures while shooting
  - a. Avoid touching mouth/ face area
  - b. Wash your hands thoroughly with cold water and soap before eating and drinking
3. Preventive measures while policing the range
  - a. Do not use head gear to collect brass
  - b. Wear mask when sweeping the range. This is especially applicable for an indoor range

- c. Wash your hands thoroughly with soap and cold water when done
  - d. Avoid eating and drinking until your hands are clean
4. Preventive measures during weapon maintenance
    - a. Wear latex gloves if possible
    - b. Do not touch face/ mouth area. Avoid contact with your eyes
    - c. Clean weapon in area away from places where food is consumed
    - d. Avoid eating or drinking while using gun cleaning equipment
    - e. Insure cleaning equipment (rags, patches, etc.) Are disposed of properly
    - f. When done, wash hands thoroughly with soap and cold water
  5. Preventive measures after range departure
    - a. Consider changing your clothes as soon as possible. Wash separately from other clothing
    - b. Avoid tracking contamination into your residence by leaving your range shoes or boots outside
    - c. Shower when reasonably possible
    - d. Avoid contact with family members, especially small children, until you have changed clothes and showered

J. Firearms Training Program Live Fire Required/ Recommended Equipment

1. Required Equipment
  - a. Eye Protection
    - (1) OSHA Standard Z87.1 ANSI shatter proof, wrap around protection is recommended
    - (2) Clear lenses during dim light shooting
  - b. Hearing Protection
    - (1) OSHA Standard 1910.95, safe for 8 hours @ 85 decibels is recommended
2. Recommended Equipment
  - a. Brimmed hat
  - b. Body armor
    - (1) NIJ Standard 0101.03, 0101.04, Level IIA or higher
  - c. Individual first aid kit
  - d. New manufactured ammunition



## II. EQUIPMENT SELECTION

**Required Minimum Hours: 1**

**General Learning Goal:** The student will explain and discuss equipment related to carrying and using a firearm.

**Learning Objectives:**

1. The student will explain and discuss various firearms equipment and alternatives including, but not limited to:
    - a. Service weapons
    - b. Firearms related equipment
- A. Weapons
1. Weapon type (semi-automatic pistol/revolver)
  2. Caliber
  3. Weapon fit/grip/control
  4. Action type
    - a. Single-action
    - b. Traditional double-action
    - c. Double-action only, safe-action, etc.
  5. Accessibility/comfort
  6. Reliability
  7. Agency standard (Uniform)
- B. Uniform Duty Equipment: Advantages and Disadvantages
1. Holsters
    - a. Level 1, 2, 3 retention
    - b. High ride, mid ride, low ride
    - c. Material: Leather, plastic, nylon
    - d. Maintenance/inspection
  2. Magazine carriers
    - a. Vertical covered
    - b. Horizontal covered
    - c. Vertical open top

- d. Maintenance/inspection
  - 3. Belts
    - a. Inner and outer belts
    - b. Belt keepers/positioning on belt
- C. Handgun Accessories: Advantages and Disadvantages
  - 1. Modification to manufacture equipment
    - a. Warranty
    - b. Agency standard
  - 2. Trigger modification/adapters
  - 3. Sights: Night, laser, laser grips, etc.
  - 4. Grips: Rubber/plastic/wood
- D. Magazines
  - 1. Duty
    - a. Factory and after market
    - b. Number carried
    - c. Compatibility with back-up weapons
    - d. Agency standard
- E. Red dot sight equipment handguns (if applicable): advantages/disadvantages
  - 1. Optic
    - a. Durability
    - b. Battery life
    - c. Dot adjustment
  - 2. Optic mounting
  - 3. Holster
  - 4. Back-up iron sights

### III. WEAPON MAINTENANCE

**Required Minimum Hours: 1**

**General Learning Goal:** The student will demonstrate how to clean and service a handgun.

**Learning Objectives:**

1. The student will demonstrate care and cleaning of a weapon including, but not limited to:
  - a. Nomenclature
  - b. Maintenance of weapon and ammunition
  - c. Field stripping
  
- A. Nomenclature
  1. Identify the major components of the handgun
  
- B. Clearing
  1. How to safely clear the law enforcement handgun
  2. Remove ammunition from cleaning area
  
- C. Field Stripping
  1. Semi-automatics
    - a. Take down the slide, barrel, and recoil spring assembly
    - b. Frame
    - c. Magazine
  
- D. Cleaning Equipment/Supplies
  1. Solvents
    - a. Toxic
    - b. Non-toxic (water based)
  2. Barrel/bore
    - a. Bore brushes: Bronze, nylon, stainless steel (differences, advantages, cautions)
    - b. Bore jag
    - c. Patches
  3. Other
    - a. Scrub brushes: Bronze, nylon, stainless steel (differences, advantages, cautions)

- b. Q-tips
- c. Pipe cleaners
- d. Shop rag
- e. Latex, rubber gloves

E. Cleaning

- 1. Semi-automatics
  - a. Frame
  - b. Slide: No solvent on night sights
  - c. Barrel
  - d. Magazine

F. Re-Assembly

G. Lubrication

- 1. Types of lubricant
  - a. Quality gun lubricant
  - b. DO NOT USE WD-40
  - c. Critical areas for lubrication
  - d. Critical areas NOT to lubricate
- 2. Function checks (use dummy rounds)
  - a. Lock back (empty magazine)
  - b. Feeding
  - c. Chambering
  - d. Extracting
  - e. Ejecting
  - f. Magazine drop
  - g. Firing Pin/Pencil Test (COMPLETELY UNLOAD HANDGUN, drop slide, point muzzle up, insert pencil with eraser end in barrel, press trigger, pencil should exit barrel)
- 3. Magazines: Check for serviceability

H. Ammunition

- 1. Abuse
- 2. Penetrating solvents

3. Rotation
  4. Remanufactured
  5. Check rounds before loading into magazine
- I. Red dot sight equipment handguns (if applicable)
    1. Lens care
    2. Regular battery replacement

#### **IV. BASIC PRINCIPLES OF FIRING A LAW ENFORCEMENT HANDGUN**

**Required Minimum Hours: 10**

**General Learning Goal:** The student will demonstrate the basic principles of shooting a handgun.

**Learning Objectives:**

1. The student will demonstrate the basic techniques of marksmanship and shooting using a handgun that will include, but not be limited to:
    - a. Stance
    - b. Grip
    - c. Sight alignment/sight picture
    - d. Trigger manipulation (trigger press)
    - e. Breath control
    - f. Follow through/recovery
  2. The student will demonstrate the proper presentation (draw) and holstering of the handgun.
- A. Weapons
    1. Weapon fit
    2. Safety check

## B. Six Basic Fundamentals of Marksmanship

### 1. Stance

- a. Stability
- b. Mobility
- c. Balance
  - (1) Three basic types of stances
    - (a) Isosceles – Feet shoulder width apart, toes pointing toward target. Body squared up to (facing) target, arms extended towards target, and elbows are not bent
    - (b) Weaver (Interview) – Feet shoulder width apart at 45 degrees to target, arms flexed, elbows down
    - (c) Modified (Combat Stance/Natural Action Stance) – The front of the strong foot on line with the back of the support foot, feet at least shoulder width apart, slightly more bend in the knees, leaning more at the waist towards the threat, upper body squared up, and arms extended straight towards the target

### 2. Grip

- a. Gun hand position (pressure applied front and rear)
- b. Support hand position (pressure applied side to side)
- c. Proper arm tension
- d. Isometric tension of hands – Push/pull using Weaver, 360-degree pressure using Isosceles
- e. Amount of hand tension (firm grip)
- f. Trigger finger position when not firing
- g. Support/strong thumb position

### 3. Sight picture/sight alignment

- a. Sight alignment – The alignment of the sights, both front and rear, with the eyes of the shooter
- b. Sight picture – The relationship between the sights, target, and the eyes of the shooter
- c. Use of eyes
  - (1) Both eyes
  - (2) Dominant eye
    - (a) Determination

4. Trigger manipulation (trigger press)
  - a. Definition: The smooth continuous, straight back manipulation of the trigger sufficient to discharge the weapon without disturbing the sight picture/sight alignment (referred to as a “press”)
  - b. Trigger re-set: Once the trigger has been pressed and the gun has discharged, the trigger will only be allowed to go forward just enough to reset the sear
  - c. Finger position
5. Breath control
  - a. Rapid fire on short strings of shots
  - b. Deliberate slow fire
6. Follow through/recovery
  - a. Follow through: Maintaining other marksmanship fundamentals through the firing cycle
  - b. Recovery: Acquiring a new sight picture after every shot with a proper trigger reset

C. Presentation

1. Basic draw of the weapon
  - a. Gun hand/proper grip begins with gun in holster
  - b. Withdraw straight up
  - c. Rotate weapon – Muzzle forward
  - d. Support hand joins strong hand for two-handed grip
  - e. Extend weapon towards target
  - e. Target acquisition
2. Close combat draw
  - a. Gun hand/proper grip begins with gun in holster
  - b. Withdraw straight up
  - c. Rotate weapon – Muzzle forward
  - d. Weapon retention/close to body
  - e. Support hand – Clear from weapon (guarded position)
  - f. Target acquisition
3. Holster the weapon
  - a. Basic draw technique in reverse
  - b. Support hand – Clear from muzzle when placing weapon in holster

- c. Eyes – Search/Scan 360 degrees before holstering; do not look at gun and holster while holstering. Keep your head and eyes up
- D. Red dot sight equipment handguns (if applicable)
  - 1. Zeroing
  - 2. Sight picture
    - a. Target focus
    - b. Superimpose dot on target
  - 3. Mechanical zero

## V. WEAPON MANAGEMENT

**Required Minimum Hours: 4**

**General Learning Goal:** The student will safely and effectively demonstrate proper weapons management using a handgun.

**Learning objectives:**

- 1. The student will demonstrate correct loading/reloading and unloading which includes, but is not limited to:
  - a. Ammunition management
  - b. Weapon status
  - c. Malfunctions

### **Semi-Automatic Pistol: Advantages and Disadvantages**

#### A. Unloading Semi-Automatic Pistols

- 1. Unloading
  - a. Point the muzzle in a safe direction
  - b. Remove the magazine from the pistol
  - c. Work the slide backwards to eject any round in the chamber
    - (1) Do not attempt to catch or prevent the round from falling to the ground
    - (2) Allow the round to fall to the ground
  - d. Use the slide stop to lock the slide back. Visually and physically inspect the chamber
  - e. Any instructions related to manufacture or agency procedures



## B. Loading Semi-Automatic Pistols

1. Point the muzzle in a safe direction
2. With the slide locked back
  - a. Insert a loaded magazine into the magazine well and push firmly until it locks into place
  - b. Release the slide by either using the slide release lever or grabbing the serrated portion of the slide and pulling it back to chamber a round
3. With the slide forward in battery
  - a. Insert a loaded magazine into the magazine well and push firmly until it locks into place
  - b. Grasp the slide by the serrated portion and pull it all the way back
  - c. Release the slide and let the spring action carry the slide forward
  - d. Engage any appropriate safety or de-cocking lever

## C. Tactical Reloading a Semi-Automatic Pistol: Advantages and Disadvantages

1. When
2. Left/right hand procedure
3. Benefits of going for fresh magazine first vs. the partial magazine first
  - a. Fresh magazine first: Used in cases where there is a magazine disconnect in the handgun. The advantage is that the gun will be able to fire the last few rounds as long as the magazine is seated in the gun. The disadvantage is that the officer will be handling two magazines in one hand under stress
  - b. Taking old magazine first: Used in most other cases. The advantage is that the motion more closely resembles the motion of a combat reload (commonality of training). The disadvantage is that the officer only has one round to shoot during the transition
  - c. Stowage of partial magazine

- D. Combat Reloading a Semi-Automatic Pistol: Advantages and Disadvantages
  - 1. When
  - 2. Left/right hand procedure
- E. Malfunction Clearance
  - 1. TAP-RACK-ASSESS (failure to fire, failure to eject)
  - 2. Unload gun and then reload gun (failure to extract)
    - a. Strip magazine or lock slide to the rear before stripping magazine
    - b. Work slide 2-3 times to eject shell casing
    - c. Place magazine into magazine well
    - d. Rack slide and assess threat
    - e. Other techniques may be taught at the lead instructor's discretion
- F. Malfunction Causes
  - 1. Feedway stoppages
    - a. Improper ammunition
    - b. Magazine not seated properly
    - c. Faulty magazine
    - d. Obstructed chamber
    - e. Slide stop early
  - 2. Failure to fire
    - a. Improper ammunition
    - b. Misfire or empty chamber
    - c. Magazine not seated properly
    - d. Broken firing pin/pin spring
    - e. Slide not in battery
  - 3. Failure to extract (double feed)
    - a. Improper ammunition
    - b. Dirty extractor
    - c. Dirty chamber
    - d. Broken/worn extractor
    - e. Stuck case

4. Failure to eject (stovepipe)
  - a. Improper ammunition
  - b. Magazine not seated
  - c. Weapon dirty/not lubricated
  - d. Broken ejector
  - e. Broken extractor
  - f. Limp wrist
  - g. Other

G. Weapon Status

1. Press check
  - a. Keep muzzle directed away from body parts
  - b. Visual vs. physical press check
2. In the holster
3. Out of the holster

H. Red dot sight equipment handguns (if applicable)

1. Objective lens failure
2. Emitter failure
3. Occluded lens

## VI. DECISIONAL SHOOTING

**Required Minimum Hours: 12**

**General Learning Goal:** The student will explain, discuss and demonstrate the firearms role regarding the legal use of force.

**Learning Objectives:**

1. The student will identify and describe the physiological and psychological forces that affect a person threatened with danger including, but not limited to:
  - a. Legal shooting decisions
  - b. Shooter's responsibilities
  - c. Mind set conditions
  - d. De-Escalation
  - e. Medical aid considerations

**Method of Instruction:**

1. A minimum of 7 live fire decisional exercises must be conducted per student
  2. A minimum of 4 reality-based training scenarios must be conducted per student
  3. Ratio of one to one instructor to student ratio required during all live fire decisional exercises and reality-based training scenarios
- A. Discuss the Following Points Prior to Any Live Fire or Reality Based Training
1. The use of deadly force is authorized by law in the performance of an officer's duties. Review the Colorado statutes related to the application of deadly physical force;
    - a. A peace officer is justified in using deadly physical force to make an arrest only when all other means of apprehension are unreasonable given the circumstances, and:
      - (1) He or she has objectively reasonable grounds to believe, and does believe that the person has committed or attempted to commit a felony with the use or threatened use of a deadly weapon; and
      - (2) Without immediate apprehension the person remains an imminent threat to the officer or others by the use or threatened use of force that may result in SBI or death.
    - b. A peace officer is justified in using deadly physical force to defend himself or herself or others from what he or she reasonably believes is the use or imminent use of force that may result in SBI or death.
    - c. A peace officer is justified in using deadly physical force if he or she has objectively reasonable grounds to believe, and does believe that the

subject is attempting to escape by the use or threatened use of a deadly weapon, and without immediate apprehension remains an imminent threat to safety of the officer or others by the use or threatened use of force that may result in SBI or death.

- d. Prior to using firearms or other deadly physical force, a peace officer shall identify himself or herself as a peace officer and give a clear verbal warning of his or her intent to use firearms or other deadly physical force with sufficient time for the warning to be observed, unless to do so would unduly place peace officers at risk of injury, would create a risk of death or injury to other persons.
- e. When force is used, the force employed shall not create a substantial risk of injury to other persons.
- f. A peace officer shall not use deadly physical force to apprehend a person who is suspected of only a minor or nonviolent crime.
- g. A peace officer has a duty to intervene to stop or prevent another officer from using excessive force. The intervention and excessive force must be reported.

2. Decisions to shoot must be based on the lawful use of deadly force; considerations (factors) found in case law are:

- a. *Graham v. Connor*, 490 U.S. 386 (1989) (SCOTUS):
  - (1) The question is whether the officer's actions are "objectively reasonable" in light of the facts and circumstances confronting the officers in each particular situation, without regard to their underlying intent or motivation.
  - (2) "Facts and circumstances" of each particular case, considerations:
    - (I) The severity of the crime at issue
    - (II) Whether the suspect poses an immediate threat to the safety of officers or others.

(III) Whether the suspect is actively resisting arrest by flight.

b. *Plumhoff v. Rickard*, 572 U.S. 765 (2014) (SCOTUS):

(1) The court held on the basis of the facts of this case that the officers were justified to continue firing at the suspect who was creating a severe threat to public safety until the threat to public safety had ended.

c. Although not a legal standard, the following elements are a training tool to explain the justification for deadly force

(1) Ability (means) - the suspect's ability to cause serious bodily injury or death

(2) Opportunity - considerations are the suspect's proximity to a weapon, the officer, or others; obstacles between the suspect and officers; whether the suspect is restrained or not

(3) Intent – The officer's perception of a threat or imminent threat the person presents to the officer or others based on the totality of the circumstances. The perception must be based on objective factors.

(4) Ability, opportunity, and intent must all be present for the officer to articulate the justification of deadly physical force. The absence of one or more of these elements presents a risk to an officer, which allows for officers to de-escalate. When all three of these elements are present, there is a threat rather than a risk.

3. Responsibilities of the officer:

a. The officer is responsible for every round fired

b. The officer must be able to articulate the elements of Intent, Opportunity, and Ability

4. Mindset conditions (Awareness and readiness)

a. Awareness Spectrum – Can be defined by using the color code:

(1) White –Relaxed, unaware, unprepared

(2) Yellow – Relaxed awareness, aware of environment,

- easy to maintain
- (3) Orange: High level of sensory awareness, specific alert, anticipation, full attention
- (4) Red – UOF encounter – You are in jeopardy, react, use reasonable force based on the circumstances
- (5) Black – Panic, hyper-vigilance, ill prepared

5. De-Escalation

- a. Verbal de-escalation
- b. Tactical de-escalation
  - (1) Tactical positioning
  - (2) Use of distance and cover
  - (3) Waiting for back-up
  - (4) Avoiding unnecessarily compressing time and distance
  - (5) Less intrusive means of force (where feasible)
  - (6) Disengagement
- c. Physical de-escalation
- d. Warning shoots should not be a means of de-escalation

6. Edged and blunt weapon considerations

- a. When confronted by an offender armed with an edged or blunt weapon, the Graham standard must be applied based on the totality of the circumstances; not a mechanical application based on arbitrary distances.

7. Medical Considerations

- a. If injury results from use of force, the officer will notify medical
- b. If the scene is safe, officers should apply first aid to the extent of their training when feasible based on the totality of the circumstances.
- c. As soon as feasible, officers should place the subject in a recovery position.
- d. Ensure that any identified relatives or next of kin of persons who have sustained SBI or death are notified as soon as practicable.

B. Live Fire Decisional Exercises

1. Targets must be a combination of shoot and don't shoot targets. Verbal warnings where feasible should also be included depending on the exercise
2. The students are required to articulate their decisions on each exercise based on the legal application of use of force

C. Reality Based Training Decisional Scenarios

1. A safety officer must be designated and safety procedures in place to ensure that no live ammunition and/or operable firearms are introduced into the training area where the scenarios are being conducted
2. Any medium that forces the student to react to a real person's actions or force can be used. Examples are paintball, Simunitions, Airsoft, and similar technologies
3. If the manufacturer of the medium has written safety guidelines, they will be adhered to
4. These scenarios should be scheduled to include items taught in building search, DIM LIGHT SHOOTING and TACTICAL SITUATIONS
5. The students are required to articulate their actions and the legal application of use of force based on the totality of the circumstances from the start of the scenario to its conclusion

## VII. TACTICAL SITUATIONS

**Required Minimum Hours: 30**

**General Learning Goal:** The Student will demonstrate commonly recognized survival-based shooting techniques.

**Learning Objectives:**

1. The student will demonstrate particular shooting skills including, but not limited to:
  - a. Ready positions
  - b. Scanning and Searching
  - c. Shot placement
  - d. Shooter Movement
  - e. Threat Movement
  - f. Multiple Threats and Assessment
  - g. Positional Shooting



- (1) Unconventional positions may be demonstrated through non-live fire exercises
- h. Cover and Concealment
- i. Long Distance Shooting
- j. Strong/Support Hand Only Shooting and Weapon Management
  - (1) May be demonstrated utilizing dummy rounds
- k. Close Distance Shooting
- l. Escalation / De-Escalation
- m. Shooting From and Around a Vehicle
  - (1) May be demonstrated with an inert weapon, marking cartridges or airsoft type of munitions

**Method of Instruction:**

1. An instructor to student ratio of one to four is required during live fire exercises. This does not include the lead instructor.
  2. The lead instructor will emphasize the four rules of firearms safety.
- A. Ready Positions
1. Low Ready (Extended)
    - a. Arms, fully extended; gun is below eye level just enough to see what needs to be seen. Muzzle is depressed.
  2. Low Ready (Compressed)
    - a. Elbows are bent with the forearms on or close to the ribcage. Muzzle is depressed.
  3. Other Ready Positions
    - a. Position “Sul”
    - b. High ready positions
- B. Scanning and/or Searching
1. Scanning
    - a. After identifying a threat and/or shooting a threat, keep weapon pointed at the threat and scan the area, 360 degrees, looking for additional threats, non-threats,

assisting officers, etc.

- b. Breathing as you scan helps break up “tunnel vision” and refreshes rod cells to restore night vision.

## 2. Searching

- a. Weapon in a ready position, muzzle follows eyes. Looking for unknown or possible threats.
- b. Searching with a weapon mounted light vs. searching with a handheld light.
  - (1) While searching with a handheld flashlight, weapon can be kept in a ready position and threats and non-threats can be illuminated without the weapon being pointed at them.
  - (2) When searching with a weapon-mounted light, the muzzle of the weapon is also covering anything illuminated by the weapon-mounted light.

## C. Shot Placement

### 1. Upper Chest – Cardiovascular System

- a. Largest part of the body
- b. Contains heart, lungs and major blood vessels
- c. Usually the area to shoot first
- d. Hits to the upper chest will disrupt respiration, circulation and damage vital organs
- e. Starts the “Timer”: Hits to the upper chest do not cause immediate incapacitation, rather rapid blood loss which takes a certain amount of time dependent on quality of hits.

### 2. Head (Face) – Central Nervous System / Brain Stem

- a. Small target covered in thick, rounded skull that’s difficult to hit
- b. Aim for the eyes / nose / ear canal / base of skull
- c. The “Switch”: Instant incapacitation if brain stem is hit
- d. If initial shots to the chest fail to stop the threat, consider shots to the head

### 3. Pelvis – Bone structure

- a. Can disrupt the threats mobility
  - b. Femoral artery
  - c. Larger than head
  - d. Multiple rounds to one side of the hip to break up the bone structure
  - e. If initial shots to the chest fail to stop the threat, consider shots to the pelvis
4. Targets of Opportunity
- a. Shoot the largest part of what's available for as long as it's available, if safe and appropriate.
5. Shooting through barriers
- a. Effects on ballistics of ammunition
  - b. Will your rounds penetrate the barrier?
  - c. Multiple rounds to break up the barrier
  - d. Vehicle windshields
    - (1) Shooting into a vehicle, round tends to hit low on the target
    - (2) Shooting out of a vehicle, round tends to hit high on the target.

#### D. Shooter Movement

1. Lateral Movement
- a. The emphasis should be on large steps, off the line of attack, to the shooter's left or right, avoiding the threat's first hostile action.
  - b. You become a moving target making you more difficult to hit and giving you more time to draw, if needed, and make a lethal force decision.
  - c. Lateral movement should be emphasized continuously in shooting drills when feasible and safe.
2. Forward Movement- Advancing on the threat
- a. Shooter should stay balanced, separating lower body movement from upper body shooting platform.
  - b. Active shooter movement: single officer or with a team.
  - c. May be at an angle to the threat
3. Rearward Movement – Away from the threat

- a. Shooter should stay balanced, separating lower body movement from upper body shooting platform.
- b. Single steps back to create space
- c. Continuous movement backward while shooting
- d. May be moving backwards at an angle away from the threat.

E. Moving threat

- 1. Methods to hitting a laterally moving threat
  - a. Ambush – Hold the sights on a point the threat is moving towards. When the threat is in the sights-press the trigger.
  - b. Tracking – Hold the sights on the moving threat and press the trigger.
- 2. Advancing threat
  - a. Shooter should start to move laterally
- 3. Threat moving away from you
  - a. Make hits before they get too far, if safe and appropriate.
- 4. It is strongly recommended that students complete live fire exercises on moving targets if the training facility allows.

F. Multiple Threats

- 1. Threat Assessment: During an intense, uncertain, and rapidly evolving deadly encounter, officers will address threats as they are perceived
  - a. Considerations in threat assessment
    - (1) Distance
    - (2) Weapons
    - (3) Is the threat shooting at or threatening you or someone else.
- 2. Tactical considerations
  - a. Awareness and avoidance are the best option
  - b. Maintain space between you and threats

- c. Retain ability to maneuver
- d. Make your shots count
- e. Use cover if available
- f. Be prepared to fight to the finish
- g. Withdraw if tactical situation warrants it

## G. Positional Shooting

### 1. Primary Shooting Positions (Other than standing)

#### a. Kneeling

##### (1) Supported Kneeling

- (a) Support side elbow is resting on the support side knee.

##### (2) Unsupported Kneeling

- (a) Elbows are not supported and either the support or strong side knee is up.

##### (3) Double Kneeling.

- (a) Both knees are on the ground.

#### b. Prone

##### (1) Traditional or Military Prone

- (a) Shooter is flat on their belly with legs straight behind them. Heels are together and ankles are flat on the ground. Elbows are on the ground and bent to bring the sights of the weapon to eye level.

##### (2) Rollover Prone

- (a) Shooter is lying on their strong side with hips at an angle towards their support side with support side leg bent bringing knee up towards their chest. Strong arm is straight, holding weapon straight up and down. Shooters check rests on their bicep to look down the sights.

### 2. Secondary Shooting Positions

#### a. Squatting

#### b. Sitting

- (1) Care must be taken not to cover the strong side leg when drawing from sitting.

### 3. Unconventional Shooting Positions

#### a. Shooter on their back (Supine)

- (1) Feet towards threat
- (2) Head towards threat
- (3) Threat to the left
- (4) Threat to the right
- b. Shooter on their side
  - (1) Strong side on the ground, threat to the front
    - (a) Discuss leg position
  - (2) Support side on the ground, threat to the front
    - (a) Discuss leg position

## H. Cover/Concealment

- 1. Definitions
  - a. Cover: Anything that stops, turns, or impedes direct or indirect fire
  - b. Concealment: Keeps you from being seen but does not stop incoming fire
  - c. Cover can be Concealment but Concealment is never Cover.
- 2. Cover
  - a. Cover is relative to what it is being shot with. Cover that stops a BB gun might not stop a handgun. Cover that stops a handgun might not stop a rifle.
  - b. Vertical Edge
    - (1) It is best to use the vertical edges of cover whenever possible. It exposes less of the shooter and minimizes the shooter's exposure to ricochets and shrapnel from incoming fire.
  - c. Horizontal Edge
    - (1) Using the horizontal edge requires the shooter to expose their head above the cover making them more vulnerable to direct fire, ricochets and shrapnel.
  - d. Interior walls and doors
    - (1) Walls are usually made of drywall, which does not stop most rounds. Doors are usually hollow and thin.
  - e. Exterior walls and doors
    - (1) Usually thicker, made with siding, brick, stone etc. with doors usually solid. May be good cover.

- f. Weapon's ballistic performance – handgun, rifle or shotgun
  - (1) Know if the cover you are using will stop what you are being shot at with.
  - (2) Material that will stop a handgun round might not stop a rifle or shotgun slug.
- g. Just as important in periods of limited visibility
- h. Emphasize standing back from cover because it allows the shooter to transition from the left to the right side of cover without depressing or elevating the muzzle; it increases the shooter's field of vision, and exposes less of the shooter's body to the threat.
- i. When attaining a sight picture from behind cover, ensure the muzzle is clear of the cover
- j. Consideration must be given to the suspect's location

### 3. Concealment

- a. Tactical deployment and approach
- b. Darkness, shadows, trees, etc.
- c. Cover can be Concealment BUT Concealment is NEVER Cover!

## I. Long Range Shooting (25 Yards and Beyond)

- 1. Distance vs. survivability
- 2. Range of handgun and officer responsibility
- 3. Tactics Involved
  - a. Cover
  - b. Principles of marksmanship
  - c. Threat of rifle/shotgun slugs
  - d. Shooting positions
    - (1) Standing vs. Kneeling vs. Prone
  - e. Advantages and disadvantages of using cover to provide a stable braced position
- 4. MINIMUM REQUIRED EXERCISES

- a. It is strongly recommended that students fire a minimum of 12 rounds from a distance greater than 25 yards.
- b. If shooting beyond 25 yards is not possible due to range limitations, then it is recommended that reduced size targets be used to simulate greater distances.

J. One Hand Shooting (Strong Hand/Support Hand)

1. Reason to use one hand
  - a. Injury
  - b. Other hand dedicated to other effort
2. Marksmanship: Strong/support
3. Presentation: Strong/support
4. Reloading: Strong/support (back-up gun considerations)
5. Malfunction clearances: Strong/support (back-up gun considerations)
6. Students must demonstrate proficiency in one-handed proper weapon presentation, reloading, and malfunction clearances with both the strong and support hand during drills without any assistance.

K. Close Distance Shooting and Contact Wounds

1. Close distance considerations
  - a. Reaction time
  - b. Disarming or blocking threat first vs. drawing weapon first
  - c. Weapon Retention
  - d. Presentation
    - (1) Retention firing position
    - (2) Arms extended gun at eye level firing position
  - e. Use of sights vs. Point shooting



- f. Moving Left, Right or Back while drawing
- g. Keep Moving

2. Contact wound considerations

- a. Reasons for a contact wound
  - (1) To end a violent, hands on fight, for example a suspect wrestling with another officer and Deadly Force is justified to end the fight.
  - (2) Suspect is on top of you and Deadly Force is justified to end the fight.
  - (3) Others
- b. Issue with the slide of an auto pistol being pushed out of battery.
  - (1) Shooter can use support hand to hold the slide in battery and fire one round. Malfunction should be immediately cleared.
  - (2) Shooter can use thumb of strong hand pressed against the back of the slide (striker fired pistols only) to hold the slide in battery and fire one round. Malfunction should be cleared immediately.
  - (3) Weapons mounted lights can be used to create an “off set” to keep the slide from being pushed out of battery.

L. Escalation / De-Escalation of Force

- 1. De-Escalation of Force
  - a. Transitions from deadly force (handgun), to a less lethal weapon, (baton, TASER, O.C. spray, etc.) or to handcuffs or empty hands.
- 2. Escalation of Force
  - a. Transition from a less lethal weapon (baton, TASER, O.C. spray, etc..) to deadly force (handgun).
- 3. Proper verbal commands

M. Shooting From and Around a Vehicle

1. From within a vehicle, students should engage threat(s) to the front and be prepared to move to cover adjacent to or behind the vehicle with and without a partner
  - a. Seat belt must be disengaged and cleared away from the duty belt
  - b. Focus must be on the threat
  - c. Ensure vehicle is placed into park
  - d. Handgun must be removed safely from the holster without the muzzle covering the student or his /her partner
  - e. Ensure weapon safely clears the steering wheel
  - f. Communication is critical when students are covering and moving

## VIII. DIM LIGHT SHOOTING

**Required Minimum Hours: 8  
5 of 8 hours must be live fire**

**General Learning Goal:** The student will safely and effectively utilize and fire a weapon under dim light conditions.

### **Learning Objectives:**

1. The student will demonstrate techniques and tactics utilized in dim light shooting including, but not limited to:
  - a. Shooting without a flashlight
  - b. Flashlight techniques
  - c. Cover/concealment
  - d. Movement
  - e. Reloading
  - f. Malfunction clearances
  - g. Target indicators

### **Method of Instruction:**

1. Prerequisite: Forty (40) hours of the firearms program must be completed prior to the dim light shooting (8 hours of classroom and 32 hours of range instruction)

2. For dim light shooting that requires movement, the instructor to student ratio shall be 1:4 with an emphasis on the four rules of firearms safety. This ratio shall not include the instructor running the range exercise
- A. How Light Affects the Eyes (Knowing How the Eyes are Affected by Light is Important Because Low Light/Dim Light Conditions Do NOT Relieve an Officer from the Requirement to Identify a Threat)
1. Rods and cones
  2. Eye adjustment to light and darkness
    - a. The eye pupil requires about 5 seconds to constrict when going from darkness to light
    - b. The eye pupil requires about 3 minutes to dilate when going from light to darkness
      - (1) Give your eyes time to adjust to available light.  
(DON'T RUSH IN)
      - (2) When using a flashlight, quick flashes will hurt your vision less than a continuous beam
      - (3) Your flashlight, if shined in the suspect's eyes, will temporarily and partially blind and disorient him
      - (4) The beam of a flashlight can cause permanent damage if shined directly into the open eyes for several seconds
  3. Glasses
    - a. Transitional lenses
    - b. Tinted
- B. Seven Primary Target Indicators
1. Sound (be as quiet as possible and listen carefully)
    - a. Test yourself in duty uniform and jump up and down
    - b. How much noise do you make
    - c. What can you do to eliminate the noise
  2. Movement (eyes are naturally attracted to movement)
  3. Reflection (examples include glasses, face of a watch, cell phone, badge)
  4. Contrast (difference in color/shade/or hue)

5. Outline (perfect examples are doorways, windows, hallways, stairwells, ridgelines)
6. Smell (examples include the smell of alcohol, cigarettes, body odor, hairspray, cologne)
7. Light (examples include the flashing or glowing light on cell phone, pager, or iPod, the glow of night sights, the beam of your flashlight)

C. Dim Light Techniques Without a Flashlight: Advantages and Disadvantages

1. Let your eyes adjust while standing in the dark, preferably from behind cover
2. A light-colored building will silhouette you as much as a light
3. Use shadows
4. Use cover/concealment
  - a. Different in the dark than during daylight
  - b. Flashlight must protrude past your cover for maximum illumination on the threat and to prevent back splash light from illuminating the officer
5. Work corners
6. Use/stay away from light
7. Don't silhouette yourself or backlight other officers
8. Doorways
9. Lights (turn them on or leave them off)
10. Grip (use standard two handed hold)
11. Aim (may require the use of ambient light to get the proper sight picture or sight alignment; use of sights vs. point shooting)
12. Practice
13. Target identification

14. Shoot and move (if not already behind cover)
15. Night sights, lasers and other dim light aids/optics
16. Scanning/off-set vision
17. Must be able to navigate, locate, identify and engage

D. Types of Flashlights (Advantages/Disadvantages):

1. Weapon-mounted vs. hand-held
2. Type of beam
  - a. Flood
  - b. Stream
  - c. Adjustable beam
  - d. LED vs. incandescent
  - e. Strobe
  - f. Colors
3. Flashlight sizes
  - a. Width determined by battery size
  - b. Length and power
  - c. Batteries (rechargeable vs. disposable)
4. Switches
  - a. Side button
  - b. End button
  - c. Momentary / Constant
  - d. Toggle

E. Using the Handheld Flashlight While Shooting or Searching (Primary light source)

1. Advantages / Disadvantages
2. Method(s) of holding; techniques
  - a. Harries method
    - (1) Flashlight is in support hand and under the gun hand wrist with the backs of the hands pressed together
    - (2) If the flashlight is too long, it may rest on the forearm of the gun hand

- (3) In this position, the button is best activated with the finger if using a side button flashlight, or the thumb if using an end button flashlight
    - b. Chapman method (flashlight is in support hand and pressed along the support side of the gun hand)
    - c. Rogers or syringe method (flashlight is held between the fingers and the thumb or the base of the palm when activating the end button)
    - d. One-handed
      - (1) FBI
      - (2) Neck-index
      - (3) Other
- F. Using a weapon mounted light while shooting or searching (secondary light source)
- 1. Advantages / Disadvantages
  - 2. Proper uses where it is objectively reasonable to deploy a duty weapon
    - a. Building searches
    - b. Open area searches
    - c. High risk incidents
    - d. Other
  - 3. Improper uses
    - a. Directing traffic
    - b. Where deadly force is not objectively reasonable
    - c. Other
  - 4. Manipulation/activation
    - a. Proper two-handed grip with strong and support side thumbs pointing forward on the frame/slide
    - b. Activate weapon mounted light toggle switch with support side thumb
      - (1) Exceptions
        - (a) K-9 operations
        - (b) Disabled/injury
        - (c) Shield operations
        - (d) Other
- G. Activating the Flashlight and Shooting

1. Identify your target
2. Momentary light may need to stay on in order to observe suspect movement or weapons; even if shots are necessary, it may be best to keep light on the threat so as to not give the suspect the advantage of darkness
3. Illuminate/assess/shoot/move/cover

H. Reloading

1. Light on/off
2. Cover/concealment – Ensure sights, muzzle, and light are clear of the cover
3. Combat reload
4. Tactical reload

I. Malfunction Clearances: What Do You Do with the Flashlight

J. Exercises:

1. Minimum 50 rounds without a flashlight
2. Minimum 50 rounds with a flashlight

K. Red dot sight equipment handguns (if applicable)

1. Optic adjustment

## IX. OFF DUTY/PLAIN CLOTHES

**Required Minimum Hours: 1**

**General Learning Goal:** The student will explain and discuss tactical considerations when off duty, in plain clothes or working under cover.

**Learning Objectives:**

1. The student will identify and discuss the legal and tactical considerations when taking police action while off duty, in plain

clothes or working under cover. Considerations will include, but not be limited to:

- a. Peace officers responsibility while off duty
- b. Responsibilities of the off duty/UC officer
- c. Department regulations concerning off duty police actions
- d. Off duty equipment

A. C.R.S. 16-2.5-101 Peace Officer – Defined – General Authority

1. In part, a peace officer “has the authority to enforce all laws of the state of Colorado while acting within the scope of his or her authority and in the performance of his or her duties.”
2. “A peace officer certified by the peace officer standards and training board shall have the authority to carry firearms at all times, concealed or otherwise, subject to the written firearms policy created by the agency employing the peace officer.”

B. Responsibilities of the Off Duty, Plain Clothed or Undercover Officer

1. Tactical considerations before taking action
  - a. Not readily recognized as a peace officer
  - b. No radio or vest
  - c. Probably lesser gun than duty weapon
  - d. Department policy
  - e. Better to be a good witness
  - f. Loud verbal commands identifying yourself to officers and witnesses
  - g. Family/friends considerations
2. It is the responsibility of the off duty, plain clothed or undercover officer NOT to be shot by uniform officers
3. Responding uniform officers are in charge. Comply with all commands given

C. Equipment Considerations

1. Department policy on required equipment to be carried off duty or in plain clothes
2. Badge and/or ID that can be easily held up or displayed for responding officers and citizens



3. Additional ammunition
4. Cell phone

## X. HANDGUN QUALIFICATION COURSE

**Required Minimum Hours: 1**

**General Learning Goal:** The student will qualify with a handgun at a range using the POST approved course.

**Learning objectives:** The student will pass the POST approved Handgun Qualification Course.

### **Method of Instruction:**

1. The student will be allowed a maximum of four (4) formal attempts to pass the Course.
2. A formal attempt on the Handgun Qualification Course is an announced attempt prior to the qualification for record (it is not a practice attempt).
3. The remediation procedures for a failed formal attempt are as follows:
  - a. 1<sup>st</sup> failure: Number of hours of remediation is at the discretion of the lead instructor/academy director between the first and second formal attempts.
  - b. 2<sup>nd</sup> failure: Minimum of four hours of remediation (no maximum) between second and third formal attempts.
  - c. 3<sup>rd</sup> failure: Number of hours of remediation is at the discretion of the lead instructor/academy director between the third and fourth formal attempts.
  - d. The remediation curriculum will be left to the discretion of the academy director and lead firearms instructor for the affected academy.
  - e. Failure of a fourth formal attempt will require the student to successfully complete the entire firearms training program at a POST-approved basic or reserve academy.
4. Materials needed

- a. Instructors: Timing device, signaling device
  - b. Students: Firearm, duty gear, reloading device, eye/ear protection
5. Required ratio
    - a. Ratio of 1 to 4 instructor to students
    - b. This ratio shall not include the instructor running the qualification course
  6. Throughout the training, students will load and unload as instructed and begin each stage with the weapon holstered.

### **Course Information:**

- A. Target: The target used for formal qualification attempts will be the Colorado POST target (a modified TQ 15). The target has no scoring rings and a head shot is designated by a dotted line at the chin line. The target depicts a handgun pointing directly at the shooter attempting the qualification course.

This qualification course is a pass/fail course and all rounds must be fired and must be on the silhouette to pass. The stipulated head shot must be in the head on or above the chin line of the target. Failure to accurately place the head shot in the head will result in a DNQ. Any rounds not accounted for on the target will result in a DNQ.

- B. General: At the discretion of the instructor alibis are allowed for immediate action malfunctions.
  1. The course must be fired in the given order. All rounds MUST be fired exactly as described and within the time parameters for each stage. Failure to fire all 25 rounds as described will result in a "Does Not Qualify" (DNQ).
  2. Verbal challenges are optional, verbiage and usage is at the academy/agency discretion.
  3. For the purpose of this qualification course, the "standby position" (meaning that the next command will likely be the stimulus to fire) is defined as the hands together and touching (not intertwined) above the waist level in front of the shooter.
  4. "Draw" is defined as starting with the weapon in a secured holster.

5. For the purpose of this qualification course, "ready" is defined as the muzzle of the weapon depressed below the point of aim with the trigger finger outside of the trigger guard and indexed along the side of the slide/frame.
6. For the purpose of this qualification course, "cover" is defined by the facilities available at the range and according to the instructions of the instructor, but must use an actual barricade/barrel/object.
7. There are no alibis for failure to obtain time limits.
8. For the purpose of this qualification course, cuffing may be done with actual handcuffs OR with a similar size object (block of wood, empty 50 round ammo box, etc.).
9. For the purpose of this qualification course, "head shot" is defined as the head above the neckline. A "no shoot" on the head shot is a DNQ.
10. For the purpose of this qualification course, the flashlight in Stage 4 must be handheld and will be in addition to a pistol mounted light. The student must use an acceptable handheld flashlight method for qualification as taught in the firearms program.
11. Ammunition management is the shooter's responsibility.

C. COURSE

STAGE	DISTANCE	# ROUNDS	TIME	POSITION
1	3 yd. line	2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step right
		2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step left
2	7 yd. line	3 body	5 sec.	Standing, ready Fire while advancing to 3 yd. line
3	1 yd. line	2 body	4 sec.	Standing, holstered, simulating cuffing Draw & fire while taking 3 steps to the rear
4	5 yd. line	2 body	3 sec.	Standing, ready, with handheld flashlight in support hand
		2 body	3 sec.	Standing, ready One hand, strong hand only
5	7 yd. line	2 body	6 sec.	FAILURE TO FIRE Empty chamber, loaded magazine Standing, holstered 1 step right or left while clearing
6	10 yd. line	2 body 1 body	8 sec.	LOCK BACK – COMBAT RELOAD Loaded chamber, 1 round in magazine Standing, at a ready position Fire two rounds then take 1 step right or left while reloading After reloading, fire third round
7	15 yd. line	2 body	15 sec.	DOUBLE FEED Standing, ready 1 step left or right while clearing or move to a covered standing or kneeling position while clearing
8	25 yd. line	2 body	15 sec.	Standing, holstered Position of choice – standing or kneeling while using cover When the target faces away or after the 15 seconds, perform tactical reload (not timed)
9	1 yd. line	2 body 1 head	5 sec.	Standing, holstered 2 shots to the body and 1 shot to the head while taking 3 steps to rear

TOTAL NUMBER OF BODY SHOTS: 24  
TOTAL NUMBER OF HEAD SHOTS: 1  
TOTAL NUMBER OF ROUNDS FIRED: 25

REQUIRED NUMBER OF ROUNDS ON SILHOUETTE TO QUALIFY: 25

### EXPLANATION OF EACH STAGE OF FIRE

- Stage 1, 3 yards      The shooter stands in front of target with the weapon loaded, charged and secured in the holster. On the command to fire the shooter draws while taking 1 step to the right and fires 2 rounds to the body of the target. Time allowed is 4 seconds. The shooter stands in front of target with the weapon loaded, charged, and secured in the holster. On the command to fire, the shooter draws while taking 1 step to the left and fires 2 rounds to the body of the target. Time allowed is 4 seconds.
- Stage 2, 7 yards      The shooter stands in front of the target with the weapon loaded, charged, and at the ready position. On the command to fire the shooter fires 3 rounds to the body while advancing to the 3-yard line. The time allowed is 5 seconds.
- Stage 3, 1 yard      The shooter stands in front of the target with the weapon loaded, charged, and secured in the holster. The shooter will simulate handcuffing by having handcuffs in one hand with the other hand out in front ready to defend. On the command to fire, the shooter will drop the handcuffs, draw, assume a two-handed shooting position, and fire 2 rounds to the body while taking 3 steps to the rear. Time allowed is 4 seconds.
- Stage 4, 5 yards      The shooter stands in front of the target with the weapon loaded, charged, and at the ready position with the flashlight held in the support hand. On the command to fire, the shooter will fire 2 rounds to the body using an acceptable handheld flashlight method. Time allowed is 3 seconds. The shooter stands in front of the target with the weapon loaded, charged, and at the ready position. On the command to fire, the shooter will fire 2 rounds to the body one handed, strong hand only. Time allowed is 3 seconds.
- Stage 5, 7 yards      PRIOR TO BEGINNING THIS STAGE, WEAPON WILL BE CONFIGURED SO THAT THE CHAMBER OF THE WEAPON IS EMPTY WITH A LOADED MAGAZINE SEATED IN THE WEAPON.

The shooter stands in front of the target with the weapon secured in the holster. On the command to fire, the shooter will draw and attempt to fire the weapon. The shooter will apply immediate action while stepping to the left or right (direction will be determined by the lead instructor) and fire 2 rounds to the body. Time allowed is 6 seconds.

Stage 6, 10 yards **PRIOR TO BEGINNING THIS STAGE, THE WEAPON WILL BE CONFIGURED SO THAT THE CHAMBER IS LOADED WITH ONLY 1 ROUND IN THE MAGAZINE (THIS WILL ENSURE THE SLIDE WILL LOCK BACK TO THE REAR AFTER FIRING 2 ROUNDS).**

The shooter stands in front of the target with the weapon loaded, charged, and held at a ready position. On the command to fire, the shooter will fire 2 rounds to the body. After the slide locks to the rear, the shooter will perform a combat reload while stepping to the right or left (direction will be determined by the lead instructor) and fire 1 round to the body. Time allowed is 8 seconds.

Stage 7, 15 yards **PRIOR TO BEGINNING THIS STAGE, THE WEAPON WILL BE CONFIGURED SO THAT THE WEAPON HAS A DOUBLE FEED (FAILURE TO EXTRACT). THERE WILL BE AN EMPTY CASING OR FLUORESCENT COLORED “DUMMY ROUND” IN THE CHAMBER AND A LOADED MAGAZINE SEATED IN THE WEAPON WITH THE SLIDE FORWARD SO THAT THE TOP ROUND IN THE MAGAZINE PRESSES AGAINST THE CASING IN THE CHAMBER.**

The shooter stands in front of the target with the weapon at the ready position. On the command to fire, the shooter will attempt to fire the weapon. The shooter will clear the malfunction while taking 1 step to the right or left (direction will be determined by lead instructor) and fire 2 rounds to the body. If cover is available, the shooter will move to a covered kneeling position or a covered standing position while clearing the malfunction. Time allowed is 15 seconds.

Stage 8, 25 yards The shooter stands in front of the target with the weapon loaded, charged, and weapon secured in the holster. On the command to fire, the shooter will draw while moving to cover and fire 2 rounds to the body. The shooter has the option to fire from a covered standing or covered kneeling position. The

shooter has the option to fire from a braced position using his cover. Time allowed is 15 seconds. When the target faces away, or after the 15 seconds, the shooter will perform a tactical reload (not timed).

Stage 9, 1 yard

**PRIOR TO BEGINNING THIS STAGE, ENSURE ANY SHOTS TO THE HEAD OF THE TARGET ARE MARKED.**

The shooter stands in front of the target with the weapon loaded, charged, and weapon secured in the holster. On the command to fire, the shooter will draw and fire 2 rounds to the body then 1 round to the head while taking 3 steps to the rear. Time allowed is 5 seconds.

## **XI. POST INSPECTIONS**

- A. Inspections may be done at any time during the entire program and may either be announced or unannounced.
- B. In addition to the documentation required by Rules 21 and 24, the following items must be available during inspections:
  - 1. Daily schedule that includes the dates or day of the program, training to be conducted, and lecture hours per date or day of the program, as applicable.
  - 2. Current lesson plan being used by the academy.
  - 3. First aid kit and appropriate written safety plan.
  - 4. Range flags, lights or signs to indicate that the range is in use.
  - 5. Appropriate high visibility, fluorescent dummy ammunition.
  - 6. The courses of fire to include the conditions and performance outcomes for the seven live-fire decisional courses.
  - 7. The scenarios to include the conditions and performance outcomes for the four reality-based training scenarios.
  - 8. The safety protocol in writing for the reality-based training scenarios

# ANTI-BIAS TRAINING PROGRAM

*Approved By the POST Board on July 30, 2001  
Required Hours – Agency or Academy Determination*

## A. The Patterns of Bias Based Policing

**General Learning Goal:** The student will have a basic knowledge of the patterns of Profiling and Bias Based Policing.

1. Knowledge of the Colorado statutory provisions pertaining to Profiling and Bias Based Policing.
2. Knowledge of the Fourteenth Amendment and the interpretive case law.
3. Understanding of the meaning of basic words related to “bias”.
4. Understanding the various perspectives of communities of color.
5. Discussion of the impact of consequences on the community.
6. Knowledge of the negative impact on the reputation of the peace officer, the officer’s department and the profession.

## B. The Practices of Bias Based Policing

**General Learning Goal:** The student will gain the knowledge of the practices and perceptions of Profiling and Bias Based Policing.

1. Knowledge of the history of Profiling and Bias Based Policing.
2. Knowledge of national and local incidents that illustrate profiling.

## C. The Protocols Which Prevent Profiling

**General Learning Goal:** The student will understand the concepts and practices that prevent Profiling and Bias Based Policing.

1. The student will be able to identify examples of civil rights violations.
2. Emphasis will be placed upon examples of bias, profiling, civil rights, “isms”, and hate crimes.



3. The student will recognize how anti-bias training benefits the communities served by law enforcement agencies.
4. The student will learn how community policing partners with Anti-Bias Based Policing.
5. The student will learn the ramifications of police not policing themselves.

**Recommended Source Material Only:**

*Colorado POST Cultural Diversity, Bias and 4<sup>th</sup> Amendment Curriculum*

*Community Policing: A Contemporary Perspective*, Bucqueroux and Trojanowicz (Anderson Publishing)

*Driving While Black*, Meeks (Penguin Random House)

*Racially Biased Policing, A Principled Response*, [Community Oriented Policing Services (COPS)]

[https://cops.usdoj.gov/html/cd\\_rom/inaction1/pubs/RaciallyBiasedPolicing.pdf](https://cops.usdoj.gov/html/cd_rom/inaction1/pubs/RaciallyBiasedPolicing.pdf)

*The Fourteenth Amendment to the Constitution of the United States*

# VEHICLE IDENTIFICATION NUMBER INSPECTOR TRAINING PROGRAM

*Revised December 2013*

**REQUIRED MINIMUM HOURS: 17**

## **A. LEGAL ASPECTS OF VIN INSPECTION**

1. Knowledge of Colorado statutory provisions pertaining to VIN inspections.
2. Knowledge of statutory provisions authorizing and regulating the impounding of vehicles.

## **B. USE OF THE NATIONAL INSURANCE CRIME BUREAU (NICB) PASSENGER AND COMMERCIAL VEHICLE IDENTIFICATION MANUALS**

1. Knowledge of how to use the National Insurance Crime Bureau (NICB) *Passenger and Commercial Vehicle Identification Manuals*.
2. Knowledge of what types of information can be gained from the NICB Manuals.

## **C. CONDUCTING A VIN INSPECTION**

1. Knowledge of how to locate the public VIN.
2. Knowledge of how to interpret the VIN.
3. Knowledge of how to reconstruct the VIN.
4. Knowledge of how to recognize an altered VIN plate.
5. Knowledge of how to recognize a false VIN plate.
6. Knowledge of resources which can be used to locate the confidential VIN.
7. Knowledge of how a criminal salvage switch operation works.
8. Knowledge of how to use the NCIC/CCIC systems to assist in VIN inspections.

9. Knowledge of which organizations can be of assistance in inspecting VINs.

#### **D. REPORTING**

Knowledge of how to complete the necessary reports and report forms related to VIN inspections.

**NOTE:** All instructors for this program must submit an updated resume indicating their qualifications with the program application.

# BAIL RECOVERY TRAINING PROGRAM

*Revised December 1, 2017*

## MINIMUM REQUIRED HOURS: 16

### A. INTRODUCTION TO BAIL RECOVERY

*Recommended Hours: 3*

**General Learning Goal:** The student will have basic knowledge of the Colorado Revised Statutes pertaining to bail recovery.

**Learning Objectives:**

1. The student will be able to recognize and describe the provisions of § 20-1-103, § 24-31-303 (1) (h) and § 18-13-130 C.R.S.

### B. PRINCIPLES OF CRIMINAL CULPABILITY

*Recommended Hours: 3*

**General Learning Goal:** The student will explain the concept of Criminal Culpability.

**Learning Objectives:**

1. The student will explain and describe the definitions and elements of Title 18, Article 1, Parts 5 and 6, C.R.S.
2. The student will understand the provisions of C.R.S. 18-1.3-406, C.R.S., subparagraphs (I) and (II) as they relate to violent crimes.
3. The student will describe and explain the provisions of C.R.S. 18-1-704 through 18-1-707(7) as they pertain to the use of physical and deadly force.

### C. COLORADO CRIMINAL CODE

*Recommended Hours: 6*

**General Learning Goal:** The student will have basic knowledge of the Colorado Criminal Code.

**Learning Objectives:**

1. The student will be able to identify the elements of the following statutes as they pertain to potential violations by bail recovery agents:

- a. Definitions, § 18-1-901 (3)(c), (d), (e), (g), (h), (m) and (p), C.R.S.
- b. Murder, § 18-3-102 and 103, C.R.S.
- c. Manslaughter, § 18-3-104, C.R.S.
- d. Criminally Negligent Homicide, § 18-3-105, C.R.S.
- e. Vehicular Homicide, § 18-3-106, C.R.S.
- f. Assault in first degree, § 18-3-202, C.R.S.
- g. Assault in second degree, § 18-3-203, C.R.S.
- h. Assault in third degree, § 18-3-204, C.R.S.
- i. Vehicular Assault, § 18-3-205, C.R.S.
- j. Menacing, § 18-3-206, C.R.S.
- k. Reckless endangerment, § 18-3-208, C.R.S.
- l. First Degree Kidnapping, § 18-3-301, C.R.S.
- m. Second Degree Kidnapping, § 18-3-302, C.R.S.
- n. False imprisonment, § 18-3-303, C.R.S.
- o. Unlawful Sexual Contact, § 18-3-404, C.R.S.
- p. First Degree Burglary, § 18-4-202, C.R.S.
- q. Second Degree Burglary, § 18-4-203, C.R.S.
- r. Theft, § 18-4-401, C.R.S.
- s. Criminal mischief, § 18-4-501, C.R.S.
- t. First degree criminal trespass, § 18-4-502, C.R.S.
- u. Second degree criminal trespass, § 18-4-503, C.R.S.
- v. Impersonating a Peace Officer, § 18-8-112, C.R.S.
- w. Impersonating a Public Servant, § 18-8-113, C.R.S.

**D. FIREARMS AND WEAPONS**

*Recommended Hours: 2*

**General Learning Goal:** The student will have basic knowledge of offenses relating to firearms and weapons.

**Learning objective:**

- 1. The student will be able to explain the definitions and identify the elements of the offense for the following Colorado Revised Statutes:
  - a. Definitions, § 18-12-101, C.R.S.
  - b. Title 18, Article 12, except 18-12-108.5 through 18-12-108.7, C.R.S.

**E. SEIZURE - ENTRY**

*Recommended Hours: 2*

**General Learning Goal:** The student will understand the concept of probable cause.

**Learning objective:**

1. The student will explain the concept of Probable Cause and Totality of Circumstances as established in Colorado court decisions.

# **INSTRUCTOR TRAINING PROGRAMS**

# Instructional Methodology Program

Effective January 31, 2022

**Required Minimum Hours:** 40

**Application:** The 40-hour Instructional Methodology Program is required of academy skills instructor who applies for Full Skills status in addition to meeting all requirements under POST Rule 23.

## **Learning Goal:**

The student will demonstrate the ability to develop and deliver effective, ~~and~~ ethical, & realistic performance-based training for law enforcement academies and agencies.

## **Performance Objectives:**

1. The student will correctly incorporate evidence-based adult learning concepts and training methods into a written lesson plan.
2. Using the Domains of Learning and Bloom's taxonomies of each domain, the student will write multiple performance objectives in each of the domains at multiple levels of each taxonomy.
3. The student will follow provided instructional development procedures to write a lesson plan, using performance-based objectives designed to increase reality-based transferable training.
4. Given a lesson plan the student will accurately follow that lesson plan to conduct a mock, performance-based training session.

## **I. Curriculum:**

### **A. Training concepts:**

1. Adults as learners and techniques to effectively provide training to adults
2. Domains of learning
3. Taxonomies for each domain of learning
4. Training methodologies to increase engagement and critical thinking skills
5. Training design models

### **B. Required Topics:**

1. Adult learning concepts
2. Methodologies
3. Performance objectives
4. Training Liability
5. Instructional aids
6. Lesson plan creation



7. Presentation and facilitation skills
8. Instructor standards

## **II. Completion requirements:**

- A. Each student will be assessed on their knowledge of the concepts taught, application of concepts, and performance in developing and presenting a module of instruction. The presentations and lesson plans will be critiqued and evaluated by the instructor as a portion of the final score in the course to ensure the student has covered all learning objectives written above. A minimum of forty (40) minutes of presentation time per student is required during the forty (40) hour course. The presentation time will be broken down into shorter time frames, i.e., 10-15 minutes each, to provide practice in applying appropriate concepts.
- B. A written evaluation will be used by the instructor to assess each student's performance for each presentation during the course. The evaluation may be kept with class or student records following conclusion of the course.

## **III. Instructor Certification:**

- A. Instructors teaching in an Instructional Methodology Program must meet the following criteria:
  1. Bachelor's Degree or higher and a minimum of 160 hours of training/teaching experience within the previous three years; OR
  2. A minimum of 320 hours of training/teaching experience within the previous 5 years; AND
  3. Has successfully completed a Colorado POST Certified Instructional Methodology course prior to being selected as an instructor or received a waiver from the Curriculum SME committee.

## **IV. Student/Instructor Ratio**

- A. All Instructional Methodology classes will have at least one instructor per 12 students to ensure proper evaluation and feedback pertaining to student performance throughout the course.

# ARREST CONTROL INSTRUCTOR PROGRAM

*Effective date January 1, 2021*

**REQUIRED MINIMUM HOURS: 40**

## CURRICULUM

**General Learning Goal:** This program is intended to develop instructor skills required to train law enforcement basic students in the knowledge, skills, and abilities necessary to effectively maintain control of a suspect when making an arrest, as well as the effective and proper use of an impact weapon. De-escalation tactics and threat assessment techniques must be stressed throughout the program. The Arrest Control Instructor Program will be based on the Arrest Control Program approved for the academy by POST.

### A. Introduction to the Program

1. POST requirements
  - Arrest Control Instructor Program
  - Academy Arrest Control Training Program

### B. Use of Force

1. Knowledge of the use of force options available to peace officers, which minimally include:
  - Officer presence
  - Verbal persuasion
  - Hands-on arrest control
  - Chemical/electronic devices
  - Control devices/impact instruments
  - Neck restraints
  - Deadly force
  - De-escalation, knowledge and principles of verbal and non-verbal skills to de-escalate a confrontation

### C. Civil and Criminal Liability

1. Knowledge of the principles of civil/criminal liability pertaining to police training and use of physical force

2. Knowledge of the importance of maintaining proper course documentation
  - Lesson plans
  - Attendance records
  - Examination scores (pre and post)
  - Performance evaluations
  - Remedial records
3. Knowledge of the principles of civil liability-pertaining to the use of force by the individual peace officer
4. Knowledge of the documentation process pertaining to the use of force by the individual peace officer, Colorado Revised Statutes 18- 1-704, 18-1-707

## I. **ARREST CONTROL PROGRAM TECHNIQUES**

### A. **Footwork and Movement**

1. Knowledge of the importance of proper balance and movement prior to, and during, the arrest process
  - Proper stance
  - Proper orientation to subject

### B. **Searching Techniques**

1. Knowledge and ability to perform searching of an individual in the following situations:
  - Frisk
  - Low risk search
  - High risk search
2. Knowledge and ability to control weapons detected during the search process of an individual

### C. **Handcuffing Techniques**

1. Knowledge and ability to perform handcuffing in the following situations:
  - Unknown risk
  - High risk arrest
  - Alternative restraining devices
  - Hobbles

- Soft restraints
- Handcuffing devices
- Others

**D. Control Holds and Control Techniques**

1. Knowledge and ability to apply control holds and/or control techniques to subjects in pre- and non-arrest situations

**E. Weapon Control and Retrieval**

1. Knowledge and ability to maintain control/retrieval of duty weapons
  - Handgun
  - Baton
  - Shotgun
  - Chemical & electronic devices
  - Others

**F. Impact Weapons**

1. Knowledge and ability to effectively use a control device
  - Side-handle baton OR
  - Straight baton OR
  - OPN (Orcutt Police Nunchaku) OR
  - Other approved devices

**G. Defense Against Weaponless Attacks**

1. Knowledge and ability to effectively defend against a weaponless attack by a suspect prior to and during the arrest process

**H. Ground Tactics and Defense**

1. General learning goal: The student will have a basic understanding of the physical and psychological aspects of ground defense

**I. Neck Restraints**

1. General learning goal: The student will have a basic understanding of the physical and psychological

aspects of neck restraints

- Respiratory restraints
- Vascular restraints

## II. COMPLETION REQUIREMENTS

- A. All Students Must Pass the Academy Arrest Control Program Written Exam, with a Score of 80% or Better
- B. All Students Must Pass the Academy Arrest Control Program Physical Skills Exam
- C. Students Must Attend 100% of the Hours Submitted to POST for Approval

## III. INSTRUCTORS

### A. Each Instructor Must:

1. Be a POST-approved full skills instructor for arrest control with 160 hours of documented physical control skills in a lab setting, OR
2. Have obtained a minimum of 160 hours of relevant experience teaching physical control skills in a lab setting, and completed a POST approved Instruction Methodology Program or equivalent; and
3. Have received authorization from the organization head (i.e., chief, sheriff, academy director) to create a new system as applicable; and
4. Have a minimum of five (5) years of full-time peace officer experience, but may request an exemption from POST.

### B. Instructor Expectations

1. Knowledge and ability to effectively instruct physical control skills to students with diverse learning styles.
2. Knowledge of documentation of training preparation and procedures

3. Knowledge of appropriate testing and evaluation of arrest control students

**C. Definitions**

1. "Arrest control" means actions taken by a peace officer to legally take physical custody of an alleged law violator
2. "Threat assessment" means a peace officer's awareness of a response to situations involving suspect/citizen approach and contact; to maintain optimum levels of readiness and safety should the contact situation degenerate

# LAW ENFORCEMENT DRIVING INSTRUCTOR PROGRAM

*Effective January 1, 2018*

**REQUIRED MINIMUM HOURS: 40**  
(12 hours classroom, 28 hours driving track)

Of the 12 classroom hours:

- 4 are recommended in the area of civil liability;
- 5 are recommended in development of skills, knowledge and abilities; and
- 3 are recommended for law enforcement vehicle operation under various conditions.

Of the 28 hours of "hands-on" driving track instruction:

- 4 should be on skills, knowledge, and ability development; and
- 24 should be devoted to law enforcement vehicle operation under various conditions.

## **DRIVER'S LICENSE IS REQUIRED**

Each student and each instructor who participates in a POST-approved Law Enforcement Driving Instructor Program must possess a valid driver's license.

## **PRETEST IS REQUIRED**

All students attending a POST-approved law enforcement driving instructor program are required to pass a pretest. The pretest is administered on the first day of the program and consists of the four (4) blocks of testing as described in the *Colorado POST Law Enforcement Driving Skills Test*. All four (4) blocks of testing must be passed according to the evaluation standards that define "pass" for each block of testing.

**General Learning Goal:** The student will demonstrate the required knowledge and skill set to be a POST-approved law enforcement driving instructor.

## **Learning Objectives:**

1. The student will identify, discuss and explain mental aspects of non-emergency driving.
2. The student will be able to identify, discuss and explain mental aspects of emergency driving.
3. The student will identify, discuss and explain mental aspects of pursuit driving.

4. The student will be able to identify and demonstrate proper non-emergency driving skills and defensive driving methods.
5. The student will identify, discuss, and explain statutory law, case law, and principles of liability governing police vehicle operations.
6. The student will be able to identify, discuss, explain, or demonstrate various skills and techniques necessary to safely operate a vehicle while on an emergency response or vehicle pursuit.
7. The student will be able to design and develop an appropriate evaluation course to include all of the required POST skills performance tests.

## **I. CURRICULUM**

### **A. Legal Aspects**

1. Identify statutory law, case law, various departmental policies, and principles of liability governing police vehicle operation under the following various conditions:
  - a. Non-emergency driving
  - b. Emergency driving
  - c. Vehicle pursuit
2. Identify areas in which liability exists for law enforcement agencies and employees as to injuries arising from law enforcement driving activities.

### **B. Operating Skills**

1. Demonstrate effective and consistent operation of a law enforcement vehicle under the following conditions:
  - a. Non-emergency driving
  - b. Emergency driving
  - c. Vehicle pursuit
2. Ability to convey proper skills, knowledge, and abilities pertaining to:
  - a. Identifying factors for driver's training and the unique characteristics of law enforcement driving.
  - b. Identifying factors that affect law enforcement driving as:
    - (1) Driving habits
    - (2) Vehicle defects and inspections
    - (3) Environmental conditions



- (4) Vehicle dynamics
- (5) Driver attitude
- (6) Stress (judgment and perception)
- (7) Route selection
- (8) High center of gravity vehicle dynamics
- (9) The effects of stability control during all vehicle operations
- c. Recognition of the limitations of law enforcement vehicle emergency equipment.
- d. Proper use of radio equipment during operation of a law enforcement vehicle
- e. Recognition of vehicle capabilities and operator capabilities
- f. Identification of factors which impact on initiating and terminating a vehicle pursuit
- g. Identification and demonstration of proper strategies and techniques to be used in vehicle pursuit
- h. Test development, which will effectively evaluate critical elements of the Colorado Revised Statutes and applicable laws pertaining to the operation of law enforcement vehicles
- i. Instruction on the development of an effective pre/post test that demonstrates the attendees driving techniques for:
  - (1) Non-emergency driving
  - (2) Emergency driving
  - (3) Vehicle pursuit
  - (4) The effects of stability control
- j. Exposure to a variety of driving tests
- k. Classroom exposure to front-wheel/rear-wheel drive vehicles as to:
  - (1) Vehicle dynamics
  - (2) Driving techniques

## II. COMPLETION REQUIREMENTS

### A. Tests

- 1. Areas that must be tested are:
  - a. Legal issues pertaining to operating an emergency vehicle and operator liability
  - b. Law enforcement driving skills and vehicle dynamics
  - c. Law enforcement driving knowledge and concepts
  - d. Design and development of an effective driving course that measures trainee skills as to:
    - (1) Non-emergency driving

- (2) Emergency driving
- (3) Vehicle pursuit
- e. Knowledge and demonstration of operating techniques for non-emergency driving, emergency driving, and vehicle pursuit pertaining to:
  - (1) Vehicle control techniques
  - (2) Skid avoidance and control
  - (3) Steering techniques
  - (4) Cornering techniques
  - (5) Braking techniques
  - (6) Acceleration and deceleration techniques
  - (7) Backing methods
  - (8) Collision avoidance techniques
  - (9) Changing vehicle direction/"turnabouts"

## **B. Scores**

1. Each student must score 80% or higher on the academic portion of the program; and
2. Each student must score 80% or higher on the "hands on"/practical portion of the program to successfully graduate the course.

## **III. INSTRUCTORS**

### **A. Requirements**

1. Each instructor who teaches any portion of the Law Enforcement Driving Instructor Program must have a minimum of one (1) years' experience as a full skills driving instructor as defined in POST Rule 23, Academy Skills Instructors; and
2. At least one instructor must have a minimum of three (3) years' experience as a full skills driving instructor and must be present at the site of instruction at all times, excluding lecture-only sessions conducted in a classroom setting.

# HANDGUN INSTRUCTOR PROGRAM

*Effective January 1, 2023*

**REQUIRED MINIMUM HOURS: 40**

## I. CURRICULUM

**General Learning Goal:** The student will demonstrate the required knowledge and skill set to be a POST approved handgun instructor.

**Learning Objectives:**

1. The student will demonstrate the required knowledge and skill set for the following subjects:
  - a. Firearms safety
  - b. POST requirements
  - c. Training aid information
  - d. Nomenclature/functioning and maintenance of LE handguns
  - e. Shooting fundamentals
  - f. Tactical situations
  - g. Decisional shooting
  - h. Dim light shooting
  - i. Off duty/plain clothes
  - j. Training liability
  - k. Live fire exercise and course of fire development
  - l. Coaching the shooter

**Student Completion Requirements:**

1. The student must successfully pass the Handgun Qualification Course with a score of 100% on the first day of the Handgun Instructor Program (conduct the first attempt after the students receive the firearms safety class).
2. There will be a maximum of two attempts to qualify.
3. Failure to qualify will result in dismissal from the Handgun Instructor Program.
4. The student must attend all 40 hours of the Handgun Instructor Program.

5. The student must abide by the four rules of firearms safety at all times (failure to do so will result in dismissal).
6. Only approved duty weapons of the student's agency will be authorized in the Handgun Instructor Program.

**Instructor Prerequisites to Instruct Any Portion of the Handgun Instructor Program:**

1. Each instructor must have a minimum of five (5) years full-time peace officer experience.
2. Each instructor must have a minimum of three (3) years' experience as a full skills instructor.
3. Each instructor must have four times as many hours as a POST academy firearms program hours of documented firearms instruction as a full skills firearms instructor in Colorado POST- approved basic or reserve academies.

A. Firearms Safety

1. Four rules of firearms safety
  - a. All weapons must be treated as if they are always loaded
  - b. Never let the muzzle of a weapon point at anything you are not willing to destroy
  - c. Keep your finger off the trigger and out of the trigger guard until the sights are on the target and you are prepared to shoot
  - d. Always be certain of the target and beyond
2. Safety on the firing range
  - a. Fluorescent plastic dummy ammunition
  - b. Range commands
3. Safety considerations in the classroom
4. Live fire required/recommended equipment
5. Engaging steel targets
  - a. Target manufacturer recommended distances between shooter and target
  - b. Angle of deflection (splatter zones)
  - c. Bullet design

- d. Target placement
- e. Other safety considerations

6. Lead contamination considerations

B. POST Requirements

- 1. Firearms training program hours
- 2. Firearms training content
  - a. Firearms safety
  - b. Equipment selection
  - c. Weapon maintenance
  - d. Basic principles of firing a LE handgun
  - e. Weapon management
  - f. Decisional shooting
  - g. Tactical situations
  - h. Dim light shooting
  - i. Off duty/plain clothes carry
  - j. Handgun Qualification Course
- 3. Required instructor/student ratios
- 4. Instructor definitions
  - a. Assistant skills
  - b. Full skills
  - c. Lead instructor

C. Training Aid Information

- 1. Handouts
- 2. “Hands on” props
  - a. Actual weapons
  - b. Equipment
  - c. “Safe” equipment: Weapons and ammunition
- 3. Teaching aids
  - a. Blackboard/whiteboard
  - b. Photographs
  - c. Power Point
  - d. Shoot/no-shoot decisional films and videos
  - e. Target types
  - f. Force on Force mediums

## D. Nomenclature/Functioning and Maintaining LE Handguns

1. Semi-automatic handguns
  - a. Make and models
    - (1) Discuss various makes for LE
    - (2) Sizes
    - (3) Single action
    - (4) Traditional double action
    - (5) Double action only
    - (6) Striker fired
  - b. Nomenclature of a semi-automatic handgun (include magazines)
    - (1) Identify parts and their function
  - c. Functioning of a semi-automatic
    - (1) Feed
    - (2) Fire
    - (3) Extract
    - (4) Eject
  - d. Safety features of a semi-automatic handgun
  - e. Function checks for semi-automatics
    - (1) Visual inspection for cleanliness, maintenance and lubrication
    - (2) Manufacturer's recommended function checks taught in armorer's courses
  - f. Weapon maintenance for semi-automatics
    - (1) Field stripping
    - (2) Manufacturer recommended cleaning procedures

## E. Shooting Fundamentals

1. Basic principles
  - a. Stance
  - b. Grip
  - c. Sight picture/sight alignment
  - d. Trigger manipulation
  - e. Breathing
  - f. Follow through and recovery
  - g. Presentation/basic draw
2. Weapon management
  - a. Loading and unloading
  - b. Weapon status
  - c. Reloading a semi-automatic

- (1) Tactical
- (2) Combat
- d. Malfunctions
  - (1) Failure to feed
  - (2) Failure to fire
  - (3) Failure to extract
  - (4) Failure to eject

## G. Tactical Situations

1. Ready Positions
2. Scanning and Searching
3. Shot Placement
  - a. Upper Chest
  - b. Head (face)
  - c. Pelvis (bone structure)
  - d. Targets of Opportunity
  - e. Shooting Through Barriers
4. Shooter Movement
5. Threat Movement
6. Multiple Threat and Assessment
7. Positional Shooting
  - a. Kneeling
  - b. Prone
  - c. Squatting
  - d. Sitting
  - e. Shooter on their back (supine)
  - f. Shooter on their side
8. Cover and Concealment
9. Long Distance Shooting
10. Strong/Support Hand Only Shooting and Gunhandling
11. Close Distance Shooting
12. Escalation / De-Escalation

13. Shooting From and Around a Vehicle
- H. Decisional Shooting (Refer to Decisional Shooting in the Firearms Training Program)
1. Legal use of force
    - a. CRS 18-1-707
    - b. Applicable federal case law
    - c. H.B. 20-217
  2. Ability, Opportunity, and Intent
  3. Responsibilities of the officer
  4. Mindset conditions
  5. De-Escalation
  6. Edged and blunt weapon considerations
  7. Medical Considerations
  8. Reality Based Training
- I. Dim Light Shooting
1. How light affects the eyes
  2. Seven primary target indicators
    - a. Sound
    - b. Movement
    - c. Reflection
    - d. Contrast
    - e. Outline
    - f. Smell
    - g. Light
  3. Dim light techniques without flashlights
  4. Types of flashlights including weapon mounted
  5. Using a flashlight while shooting or searching
    - a. Two-handed techniques
      - i. Harries



- ii. Chapman
      - iii. Rogers
    - b. One-handed techniques
      - i. Neck-index
      - ii. Other
  - 6. Weapon management
  - 7. Tactical situations
- J. Off Duty/Plain Clothes
  - 1. Statutory authority
  - 2. Agency policy and rules
  - 3. Training
  - 4. Mindset
  - 5. Tactics
- K. Liability
  - 1. Case law
    - a. Canton v. Harris (municipality may be sued for failure to train its officers)
    - b. Zuchel v. Denver (failure to train shows gross negligence and indifference to citizens)
    - c. Brown v. Gray (if required to be armed at all times, must be trained for off duty situations)
    - d. Sager vs. Woodland Park (responsible for all training material including videos)
  - 2. Safety
    - a. Content of instruction
    - b. Documentation of safety instruction
  - 3. Qualification vs. training
  - 4. Qualification considerations
    - a. Frequency for duty and off duty weapons
    - b. Test of relevant skills
    - c. Agency standards

- d. Scoring
      - (1) Percentage
      - (2) Pass/fail
    - e. Remedial
    - f. Documentation
  - 5. Training considerations
    - a. Agency policies, SOPs, rules and regulations
    - b. Recent, relevant and realistic
    - c. Frequency
    - d. Remedial
    - e. Documentation
- L. Live Fire Exercises/Courses of Fire Development
  - 1. Safety considerations
  - 2. Recent, relevant, realistic
  - 3. Agency standards
  - 4. Student skill level/knowledge level
- M. Coaching the Shooter (Emphasis throughout Entire Program)
- N. Lead Contamination Considerations
  - 1. Lead and other contaminants are deposited at shooting ranges as rounds are fired. Particles can be dispensed in the air, lay on the ground, or seep into the soil. Health risks are:
    - a. Damage to the brain and nervous system
    - b. Behavioral problems and learning disabilities
    - c. Reproductive problems
    - d. Memory and concentration problems
    - e. Muscle and joint pain
  - 2. Preventive measures while shooting
    - a. Avoid touching mouth/ face area
    - b. Wash your hands thoroughly with cold water and soap before eating and drinking
  - 3. Preventive measures while policing the range
    - a. Do not use head gear to collect brass

- b. Wear mask when sweeping the range. This is especially applicable for an indoor range
  - c. Wash your hands thoroughly with soap and cold water when done
  - d. Avoid eating and drinking until your hands are clean
4. Preventive measures during weapon maintenance
- a. Wear latex gloves if possible
  - b. Do not touch face/ mouth area. Avoid contact with your eyes
  - c. Clean weapon in area away from places where food is consumed
  - d. Avoid eating or drinking while using gun cleaning equipment
  - e. Ensure cleaning equipment (rags, patches, etc.) are disposed of properly
  - f. When done, wash hands thoroughly with soap and cold water
5. Preventive measures after range departure
- a. Consider changing your clothes as soon as possible. Wash separately from other clothing
  - b. Avoid tracking contamination into your residence by leaving your range shoes or boots outside
  - c. Shower when reasonably possible
  - d. Avoid contact with family members, especially small children, until you have changed clothes and showered

## II. HANDGUN QUALIFICATION COURSE

STAGE	DISTANCE	# ROUNDS	TIME	POSITION
1	3 yd. line	2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step right
		2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step left
2	7 yd. line	3 body	5 sec.	Standing, ready Fire while advancing to 3 yd. line
3	1 yd. line	2 body	4 sec.	Standing, holstered, simulating cuffing Draw & fire while taking 3 steps to the rear
4	5 yd. line	2 body	3 sec.	Standing, ready, with handheld flashlight in support hand
		2 body	3 sec.	Standing, ready One hand, strong hand only
5	7 yd. line	2 body	6 sec.	FAILURE TO FIRE Empty chamber, loaded magazine Standing, holstered 1 step right or left while clearing
6	10 yd. line	2 body 1 body	8 sec.	LOCK BACK – COMBAT RELOAD Loaded chamber, 1 round in magazine Standing, at a ready position Fire two rounds then take 1 step right or left while reloading After reloading, fire third round
7	15 yd. line	2 body	15 sec.	DOUBLE FEED Standing, ready 1 step left or right while clearing or move to a covered standing or kneeling position while clearing
8	25 yd. line	2 body	15 sec.	Standing, holstered Position of choice – standing or kneeling while using cover When the target faces away or after the 15 seconds, perform tactical reload (not timed)
9	1 yd. line	2 body 1 head	5 sec.	Standing, holstered 2 shots to the body and 1 shot to the head while taking 3 steps to rear

TOTAL NUMBER OF BODY SHOTS: 24  
TOTAL NUMBER OF HEAD SHOTS: 1  
TOTAL NUMBER OF ROUNDS FIRED: 25

REQUIRED NUMBER OF ROUNDS ON SILHOUETTE TO QUALIFY: 25

# HANDGUN RED DOT SIGHT INSTRUCTOR PROGRAM

*Effective January 1, 2024*

**REQUIRED MINIMUM HOURS: 16**

## I. CURRICULUM

**General Learning Goals:** The student will demonstrate the required knowledge and skill set to be a POST approved handgun red dot sight instructor.

### **Learning Objectives:**

1. The student will demonstrate the required knowledge and skill set for the following subjects as it applies to a Red Dot Sight Handgun:
  - a. Firearms safety
  - b. Basic Principles of Firing a Law Enforcement Handgun
  - c. Weapon management
  - d. Tactical Situations
  - e. Weapon Maintenance
  - f. Handgun Qualification Course

### **Student Prerequisite to Participate in the Handgun RDS Instructor Program:**

1. The student must successfully complete a Colorado POST-approved Handgun Instructor Program.

### **Student Completion Requirements:**

2. The student must successfully pass the Handgun Qualification Course with a score of 100% on the first day of the Handgun RDS Instructor Program (conduct the first attempt after the students receive the firearms safety class).
3. There will be a maximum of two attempts to qualify.
4. Failure to qualify will result in dismissal from the Handgun Instructor Program.
5. The student must attend all 16 hours of the Handgun RDS Instructor Program.

6. The student must always abide by the four rules of firearms safety (failure to do so will result in dismissal).
7. The student will fire a minimum of 300 rounds during the Handgun RDS Instructor Program.

**Instructor Prerequisites to Instruct Any Portion of the Handgun RDS Instructor Program:**

1. Each instructor must have a minimum of five (5) years full-time peace officer experience.
  2. Each instructor must have a minimum of three (3) years' experience as a full skills instructor.
  3. Each instructor must have four times as many hours as a POST academy firearms program hours of documented firearms instruction as a firearms instructor in Colorado POST- approved basic or reserve academies.
  4. Each instructor must have successfully completed an RDS instructor course.
- A. Firearms Safety
1. Four rules of firearms safety
    - a. All weapons must be treated as if they are always loaded.
    - b. Never let the muzzle of a weapon point at anything you are not willing to destroy.
    - c. Keep your finger off the trigger and out of the trigger guard until the sights are on the target and you are prepared to shoot.
    - d. Always be certain of the target and beyond.
  2. Safety on the firing range
    - a. Fluorescent plastic dummy ammunition
    - b. Range commands
  3. Safety considerations in the classroom
  4. Live fire required/recommended equipment.
- B. Basic Principles of Firing a Law Enforcement Handgun
1. Six Basic Fundamentals of Marksmanship
    - a. Stance
    - b. Grip
    - c. Sight picture
    - d. Trigger manipulation
    - e. Breathing

- f. Follow through and recovery
- g. Presentation/basic draw

C. Weapon management

- 1. Loading and unloading
- 2. Weapon status
- 3. Reloading a semi-automatic
  - a. Tactical
  - b. Combat
- 4. Malfunctions
  - a. Failure to feed
  - b. Failure to fire
  - c. Failure to extract
  - d. Failure to eject
- 5. Optics malfunctions
  - a. Battery failure
  - b. Objective lens damaged, cloudy, or dirty
  - c. Ocular lens damaged, cloudy, or dirty
- 6. RDS zeroing

D. Tactical Situations

- 1. Shot placement
  - a. Upper Chest
  - b. Head (face)
  - c. Pelvis (bone structure)
  - d. Targets of Opportunity
  - e. Shooting Through Barriers
- 2. Shooter movement
- 3. Long distance shooting
- 4. Strong/Support hand only shooting and weapon management
- 5. Escalation / De-escalation
- 6. Dim light shooting

E. Weapon Maintenance

- 1. RDS Nomenclature



2. RDS Maintenance and preventative maintenance

F. Handgun Qualification Course

STAGE	DISTANCE	ROUNDS	TIME	POSITION
1	3 yd. line	2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step right
		2 body	4 sec.	Standing, holstered, centered Draw & fire while taking 1 step left
2	7 yd. line	3 body	5 sec.	Standing, ready Fire while advancing to 3 yd. line
3	1 yd. line	2 body	4 sec.	Standing, holstered, simulating cuffing Draw & fire while taking 3 steps to the rear
4	5 yd. line	2 body	3 sec.	Standing, ready, with handheld flashlight in support hand
		2 body	3 sec.	Standing, ready One hand, strong hand only
5	7 yd. line	2 body	6 sec.	FAILURE TO FIRE Empty chamber, loaded magazine Standing, holstered 1 step right or left while clearing
6	10 yd. line	2 body 1 body	8 sec.	LOCK BACK – COMBAT RELOAD Loaded chamber, 1 round in magazine Standing, at a ready position Fire two rounds then take 1 step right or left while reloading After reloading, fire third round
7	15 yd. line	2 body	15 sec.	DOUBLE FEED Standing, ready 1 step left or right while clearing or move to a covered standing or kneeling position while clearing
8	25 yd. line	2 body	15 sec.	Standing, holstered Position of choice – standing or kneeling while using cover When the target faces away or after the 15 seconds, perform tactical reload (not timed)
9	1 yd. line	2 body 1 head	5 sec.	Standing, holstered 2 shots to the body and 1 shot to the head while taking 3 steps to rear

TOTAL NUMBER OF BODY SHOTS: 24

TOTAL NUMBER OF HEAD SHOTS: 1

TOTAL NUMBER OF ROUNDS FIRED: 25

REQUIRED NUMBER OF ROUNDS ON SILHOUETTE TO QUALIFY: 25