Real World De-Escalation

Course Outline

Blue to Gold Law Enforcement Training
1818 W. Francis Ave #101, Spokane Washington 99205
888-579-7796 | bluetogold.com |
info@bluetogold.com

learners

In-service training for certified law enforcement, including patrol, investigations, specialty units, and administration

length of instruction

4 Hours

GOA

Decades of police training have made officers experts at using force to overcome resistance. But less attention has been paid to training officers in mastering de-escalation. Overcoming resistance is not enough, and this training will give you practical and workable tactics to help diffuse escalated encounters.

Course Introduction – 10 minutes

1) Instructor Introduction.

2) Explain that certificates will be emailed after the class.

3) Go over the three disclaimers:
   a) Laws and agency standard operating procedures may be more restrictive. Blue to Gold teaches the federal standard unless otherwise stated. Therefore, students must know their state and local requirements in addition to the federal standard.

   b) If you have any doubts, push it up the chain.

   c) This course is legal education, NOT legal advice.

4) Explain the course objective:
   I'm going to teach you various tools to help **non-escalate** and **de-escalate situations**. But remember, not all situations can be de-escalated.

5) Goals:
   a) Reduce unnecessary force
   b) Increase community trust
   c) Critical decision-making tools
   d) Increase morale and reduce stress from IA, lawsuits, and criminal investigations

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Average Annual Lawsuit Plaintiff Payments Only

Agency	Average Annual Costs
Austin PD (TX)	$4,605,693
Baltimore PD (MD)	$5,700,000
Chicago PD (IL)	$84,600,000
Charlotte-Mecklenburg PD (NC)	$2,727,262
Cleveland PD (OH)	$6,600,000
Columbus PD (OH)	$827,140
Dallas PD (TX)	$1,750,000
Denver PD (CO)	$1,300,000
El Paso PD (TX)	$567,984
Fort Worth PD (TX)	$495,808
Houston PD (TX)	$2,638,058
Indianapolis PD (IN)	$3,108,250
Jacksonville PD (FL)	$3,195,532
Los Angeles PD (CA)	$54,000,000
Los Angeles County SD (CA)	$20,733,330
Minneapolis PD (MN)	$2,100,000
New York City PD (NY)	$85,600,000
Newark PD (NJ)	$766,617
Oakland PD (CA)	$3,083,333
Philadelphia PD (PA)	$40,699,044
Phoenix PD (AZ)	$3,307,602
San Francisco PD (CA)	$6,069,456
San Jose PD (CA)	$7,674,427
Seattle PD (WA)	$6,254,474
Washington Metro PD (DC)	$24,579,343

Module One: You Are A Professional

1) Traits of a Professional
   a) Both have codified knowledge.
   b) Both have a professional demeanor.
   c) Both dress the part.
   d) Both have high-visibility jobs.
   e) Both must make defensible decisions.
   f) Both require licences = trust.
   g) Both have Code of Ethics
   h) High entry requirements
   i) Constant training
   j) Accountable

2) Maintaining Professionalim
   a) Contagious Calmness
   b) Prevent Sympathetic Emotion
   c) SAD HATS

Module Two: Some People Can't Self-Regulate

1) Flight, Fight, Freeze
2) Trauma
3) Precursors

Module Three: Help the Person Maintain Self-Regulation

1) Step 1: Arrive Calmly and Mentally Prepared
2) Step 2: Treat People With Respect
3) Step 3: Tell People What You Want and Why
4) Step 4: Don't Take Anything Personal
5) Step 5: Use Command and Demand for Serious Safety Issues

Module Four: Help the Person Restore Self-Regulation

1) Active Aggression
2) I.N.S.E.R.T
   a) Identify
   b) Needs Assessment
   c) Safely Approach
   d) Engage

e) Reinforce

f) Teaching Moment

Module Five: Assessment

1) **Ask the Class:** Which one is a non-escalation principle?

2) **Ask the Class:** Try to use "Command and Demand:"

3) **Ask the Class:** Telling someone to "calm down" often doesn't help calm them down

4) **Ask the Class:** Most people will follow commands if you ask, explain, and give options.

5) **Ask the Class:** In order to restore self-regulation a person must communicate:

Takeaways:

Three Big Takeaways

1) Stay Calm
2) Slow It Down
3) Validate

End of Class