

- I. State-wide Accreditation & Standardization of Law Enforcement Policies**
- a. Accreditation:** Implementation of state-wide accreditation standards/requirements
- i.** Recommended by Judge Gardner, Chief Edwards, Mr. McKim, Director Scippa, Chief Dennis, Director Malachi
- b. Policies**
- i.** Creation and implementation of uniform, statewide policy on the use of force by law enforcement officers.
- Recommended by Chief Edwards, Mr. McKim, Director Scippa, Chief Dennis, Director Malachi
- ii.** Creation and implementation of uniform, statewide policy on duty to intervene by law enforcement officers.
- Recommended by Attorney Jefferson
- iii.** Creation and implementation of uniform, statewide policy on duty to report misconduct by law enforcement officers.
- Recommended by Attorney Jefferson
- iv.** Creation and implementation of standardized code of police conduct.
- Recommended by Director Scippa, Chief Dennis, Director Malachi
- v.** Recommend all law enforcement agencies maintain policies consistent with nationally accepted best practices.
- Recommended by Lt. Morrison
- vi.** Recommend regularly scheduled briefings for law enforcement to discuss “best practices.”
- Recommended by Director Malachi

II. NHPSTC

a. Full-time academy

- i. Extend the length of the police academy beyond its current 16 weeks.
 - Recommended by Mr. McKim

b. Part-time academy

- ii. Reassessment and/or abolition of part-time academy.
 - i. Recommended by Judge Gardner, Mr. McKim, Director Scippa, Chief Dennis

c. Yearly requirements for certification

- i. Expand number of hours required for yearly certification. Suggestions include:
 - 12 hrs
 - 16 hrs
 - 32 hrs
 - Recommended by Judge Gardner, Attorney Jefferson, Lt. Morrison, Mr. McKim, Mr. Norton, Director Scippa, Chief Dennis
- ii. Standardize topics for yearly training
 - Recommended by Judge Gardner, Attorney Jefferson, Chief Edwards, Mr. Norton, Director Scippa, Chief Dennis
- iii. Mandate yearly training on the following:
 - De-escalation
 - Implicit Bias / de-biasing / diversity
 - Ethics / Reporting of police misconduct
 - Recommended by Chief Edwards, Lt. Morrison, Mr. McKim, Mr. Norton, Attorney Jefferson

d. Cultural Dynamics/Implicit Bias/Diversity

- i. Improve and augment training including:
 - Increase number of hours and make training more robust
 - Recommended by Mr. Lascaze, Mr. McKim, Mr. Norton, Director Scippa, Chief Dennis
 - Make implicit & racial bias thematic throughout police academy
 - Recommended by Mr. Lascaze
 - Utilize qualified instructors, including guest facilitators representative of different minority groups
 - Recommended by Mr. Lascaze
 - Expand course to include history of police relations with minorities, NH data on disproportionate arrest/incarceration rates, and relevant case law
 - Recommended by Mr. Lascaze, Mr. McKim, Director Scippa, Chief Dennis

- ii. In developing training, consult with one or more community partners. (NH NAACP, NH ACLU, NH Commission for Human Rights)
 - Recommended by Lt. Morrison

- iii. Adopt Fair and Impartial Policing training
 - Recommended by Director Scippa, Chief Dennis

- iv. Provide supervisor/leader-appropriate training on how to oversee and coach officers around interactions with people of different races or abilities.
 - Recommended by Mr. McKim

e. De-Escalation & Use of Force

- i. Improve and augment police academy training on de-escalation techniques.
 - Recommended by Mr. McKim, Director Scippa, Chief Dennis, Director Malachi

f. Communication with hearing-impaired

- i. Improve and augment police academy training on communicating with hearing-impaired individuals.
 - Recommended by Mr. McKim, Mr. Norton

- g. Mental Health training/awareness for Law Enforcement Officers**
 - i. Improve and augment police academy training on mental health/overall wellness of police officers.
 - Recommended by Chief Edwards, Mr. McKim
 - ii. Ongoing training to develop and strengthen a network of law enforcement peer support in NH consistent with NH RSA 153-A:17-a.
 - Recommended by Mr. Norton
- h. Crisis Intervention, Mental Health and Substance Abuse**
 - i. Improve and augment police academy training on dealing with people with mental health and substance abuse issues.
 - Recommended by Mr. McKim, Mr. Norton, Director Malachi
 - ii. Improve and augment police academy training for crisis intervention training.
 - Recommended by Mr. McKim, Mr. Norton
- i. Ethics & Duty to Intervene**
 - i. Improve and augment police academy training on police ethics.
 - Recommended by Mr. McKim, Director Scippa, Chief Dennis
 - ii. Improve and augment police academy training on the duty to intervene, potentially by adopting ABLE training.
 - Recommended by Mr. McKim, Director Scippa, Chief Dennis, Director Malachi
- j. Review training curriculum/policies/procedures/methods**
 - i. Review all current teaching methods, training (simulated, live, and textbook) for unconscious passive conditioning that results in the targeting or prejudicial view of people of color.
 - Recommended by Mr. Lascaze
 - ii. Ensure that someone from the ACLU and/or other organization is on Policy Manual Review Team to bring a racial lens to the work.
 - Recommended by Mr. McKim
 - iii. Ensure that someone from the NAMI and/or other organization is on Policy Manual Review Team to bring a mental health/disability lens to the work.
 - Recommended by Mr. McKim
 - iv. NHPSTC should conduct a Job Task Analysis for entry level police officers and entry level corrections officers and based on those findings, conduct an overall review of the present Academy curricula.
 - Recommended by Director Scippa, Chief Dennis, Director Malachi

k. General recommendations

- i. Dedicated attorney to teach at the academy with regular updating of materials.
 - Recommended by Office of the Attorney General
- ii. Increase use of scenario-based training.
 - Recommended by Chief Edwards, Director Malachi
- iii. Expand and diversify academy teaching staff, ensuring instructors possess sufficient qualifications.
 - Recommended by Chief Edwards, Mr. McKim, Director Scippa, Chief Dennis
- iv. Recommend the development of a law enforcement officer continuing education training curriculum designed to ensure all officers, regardless of time in service, are equally trained on topics of implicit bias, mental health, community policing, juvenile justice, and de-escalation.
 - Recommended by Lt. Morrison
- v. Train police academy recruits to consider race when deciding whether there is reasonable cause to detain someone and/or whether that person consents to a search.
 - Recommended by Mr. McKim
- vi. Improve and augment police academy training for child abuse and sex crimes investigations.
 - Recommended by Mr. McKim
- vii. Ensure the Police Standards & Training Council includes someone from the ACLU and/or other organization to bring a racial lens to the work.
 - Recommended by Mr. McKim
- viii. Purchase new technology to develop and deliver standardized on-line training.
 - Recommended by Director Scippa, Chief Dennis
- ix. NHPSTC to vet all third-parties that provide training to NH law enforcement.
 - Recommended by Director Malachi
- x. The NH State Police will continue to support the efforts of the NH Police Standards and Training Academy.
 - Recommended by Commissioner Quinn

l. CALEA or other Accreditation

- i. NHPSTC should seek CALEA accreditation as a Training Academy.
 - Recommended by Director Scippa, Chief Dennis, Mr. Norton

m. SRO Training

- i. Improve and augment SRO training, whether conducted by NHPSTC or adoption of NASRO (National Association of School Resource Officers) program.
 - Recommended by Lt. Morrison, Director Scippa, Chief Dennis, Mr. Norton, Director Malachi
- ii. Require continuing education for SRO's.
 - Recommended by Lt. Morrison, Attorney Jefferson, Mr. Norton, Director Scippa, Chief Dennis
- iii. Improve and augment SRO training to include topics child and adolescent development and psychology, restorative justice, and discretion.
 - Recommended by Lt. Morrison, Mr. Norton, Attorney Jefferson, Director Malachi
- iv. Require Mirror and Effective Police Contact with Youth (EPCY) training:
 - Recommended by Director Scippa, Chief Dennis

III. New Hampshire State Police

- a.** Require the New Hampshire State Police to train officers that probable cause is required in order to expand the scope of a motor vehicle stop and/or seek consent to search a vehicle.
 - Recommended by Mr. McKim

- b.** Seek CALEA accreditation and/or implement CALEA compliant policies.
 - Recommended by Mr. Norton, Commissioner Quinn

- c.** The NH State Police will initiate, continue and expand training, including in the following areas:
 - i. Mental health and wellness of law enforcement
 - ii. De-escalation techniques, including techniques provided by NH State Hospital Security
 - iii. Diversity and implicit bias
 - iv. Community policing
 - v. Critical Incident Training
 - Recommended by Commissioner Robert Quinn

IV. SWAT Teams

- a.** Training, specifically for SWAT teams, on mental health issues & de-escalation.
 - i.** Embed mental health professional with SWAT teams.
 - Recommended by Office of the Attorney General
- b.** Uniform training & standards for all SWAT teams. (State Police, individual departments and regional teams)
 - Recommended by Office of the Attorney General