

## OTHER Discussion

### **Commissioner Johnson's Recommendation:**

1. Qualified immunity should be extended to members of crisis response teams

### **Commissioner Lascaze's Recommendation:**

2. Encourage communities to pursue services to help with substance use disorders (SUDs) and to help reduce the burden on law enforcement to respond to issues stemming from SUD.
3. Recommend that legislation be enacted to require law enforcement to reasonably intervene when witnessing misconduct by law enforcement.

### **Commissioner McKim's Recommendations:**

4. Endorse the findings and recommendations of the PSTC February 2019 Audit
5. Require that Sheriffs be "certified" police officers
6. Require that prior to any promotion; candidates must demonstrate not only their understanding of but also their ability to follow fair and impartial policing practices as well as de-escalation and procedural justice.
7. Recommend that legislation be enacted to require law enforcement to reasonably intervene when witnessing misconduct by law enforcement.

### **Commissioner Norton's Recommendations**

8. Expand the offering of mental health training for law enforcement. Training should include crisis intervention, and de-escalation techniques and when possible include the voice of people with "lived experience" with mental illness. Training should also include information regarding the high rates of Post-Traumatic stress, depression and suicide among law enforcement and available resources for seeking help. Models like Crisis Intervention Team Training (CIT) and Mental Health First Aid serve as a guide for such efforts.
9. NH Police Standard and Training should ensure that basic recruit and in-service officer training include curriculum on the disease of addiction. (Recommendation of the 21<sup>st</sup> century policing report)
10. NH SWAT (Special Weapons and Tactics) teams should receive training on mental health issues & de-escalation. (Recommended by Office of the Attorney General)
11. Specially trained mental health professionals should be embedded in SWAT teams. (Recommended by Office of the Attorney General). Individuals who participate in this program should be covered under NH RSA 153-A:17

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12. NH Police Standards and Training should offer ongoing training to develop and strengthen a network of law enforcement peer support in NH consistent with NH RSA 153-A:17-a. NH State Police Peer Support program can serve as a model training program.
13. The University of New Hampshire or other college within the NH University system is encouraged to collaborate with NH Police Standards and Training to develop specialized training and/or a graduate/post graduate certificate program for mental health providers who collaborate with law enforcement in responding to people in a mental health crisis such as mobile crisis response teams and SWAT teams, in order to enhance the skills and increase capacity of mental health providers trained to assist law enforcement in responding effectively to high profile incidents involving individuals who are a danger to themselves or others.
14. The University of New Hampshire or other college within the NH University system should collaborate with NH Police Standards and Training to develop specialized training and/or a graduate/post graduate certificate program in the special mental health needs of Law Enforcement/First Responders including, trauma, depression, and substance misuse, in order to enhance the skills/understanding and availability of licensed mental health professionals in NH who can provide treatment/support to our first responder community.
15. New Hampshire should develop an officer mentoring program for all new recruits coming through the academy. The mentors would be volunteer retired law enforcement who were vetted and trained to serve in this capacity. This program would provide an individual outside of a new officer's department to serve as an independent sounding board and reinforce ethical principles of policing and help nurture career development as well as navigate the challenges policing has on an individual's mental health and personal life. Training for mentors could be similar to or based on principals of the NH State Police Peer support program. A mentor program would also serve as an important connection/role for retired law enforcement in which they can utilize their wisdom and skills and remain connected to the law enforcement community.

Sample language for report on current status of mental health/law enforcement in NH: Deinstitutionalization, and a chronically under resourced mental health system, has had the negative consequence of police frequently being the front line response to people with mental illness resulting in high rates of criminalization and incarceration of people with mental illness as well as many incidents resulting in use of force. A recent report by the NH Dept of Justice on Officer involved shootings in NH indicates that 45% of officer involved shootings in the state involved persons with mental illness. This is significantly higher than the national average. In recent years, NH has taken significant steps forward to enhance mental health training for law enforcement and to develop a strong community based mental health system as guided by the January 2019 10 year mental health plan issued by the NH Department of health and human services. In July of 2022, the United States will adopt a national 3 digit 988 mental health crisis line. Planned expansion of mental health mobile crisis response teams in NH who work closely

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with local law enforcement will improve outcomes for people with mental illness in preparation of the enactment of a 3 digit national mental health hotline number in July 2022. NH has made great strides in addressing the mental health needs of law enforcement professionals including training at PSTC, the development of law enforcement Peer Support Programs at NH State Police and other departments, and changes to the workers compensation laws regarding PTSD in First responders.