



DOD PEACE OFFICER STANDARDS AND TRAINING: GUIDELINE #1

Guideline 1 establishes the initial entry-level training standards for DoD policing personnel. These standards apply to all personnel (active duty, Reserve, National Guard Service members, and civilian employees) operating under Title 50, United States Code, status and performing police duties on a DoD installation.

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Office of the Under Secretary of Defense for Intelligence and Security
Law Enforcement Division

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LEARNING AND DEVELOPMENT

Purpose

The goal of Guideline 1 is to produce Peace Officers who have the knowledge, skills, and behaviors necessary for performance of an entry-level Peace Officer within the DoD. These standards apply to all personnel (active duty, Reserve, National Guard Service members, and civilian employees) performing police duties to protect the buildings, grounds, and property that are under the jurisdiction, custody or control of the DoD and the persons on that property.

Policy

DoD agencies shall adopt and implement the competencies and terminal learning objectives (TLO) contained herein based on the options below:

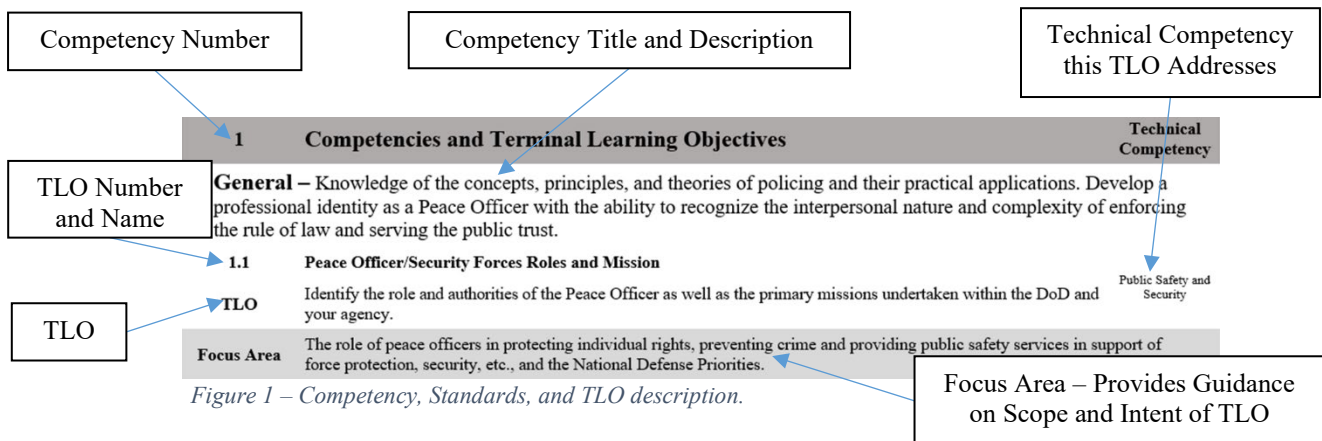
- re-accreditation date for agencies with accredited programs, and
- course application within 6 months of this issuance use Guideline-1.

For each TLO, an agency shall either develop objective(s) that meet(s) the intent and purpose of the TLO or shall substantively adopt the wording of the TLO. Agencies shall have latitude in determining how best to meet the TLO(s) but at a minimum shall provide instruction and evaluation for each TLO, level of instruction shall ensure the Peace Officer meets the minimum level of proficiency in the competency.

All DoD Peace Officers shall be trained on all competencies and tasks during initial entry-level training. No waivers of the standards and TLOs herein are authorized. This ensures all DoD Peace Officers possess the competencies to complete mission-essential enforcement tasks.

These competencies and TLOs must be incorporated into the curriculum used to instruct the initial entry-level training. DoD initial training should be to the novice or intermediate level of competence, as determined by the agency.

Each TLO has a Focus Area providing guidance on the scope and intent of the TLO. When implementing the TLO in their training, agencies will closely adhere to the Focus Area guidance. See Figure 1 below for an explanation of standards.



Accreditation

To ensure compliance with these training standards and TLOs, all DoD initial entry-level training programs shall be accredited by the DoD POST Commission every three years in accordance with the Curriculum Accreditation Process. Assessment procedures to include remediation for non-compliant programs will be as prescribed by the DoD POST Commission. This requirement is in addition to the mandate for initial entry-level training programs to be accredited by the Federal Law Enforcement Training Accreditation program prescribed in DoDI 5525.15.

Shaping the Future of the Policing Profession

The need to stay ahead of change was made all too clear during the past two years, in light of the pandemic, social justice movements, and policing reforms sweeping the nation. Policing is a conservative profession designed to preserve order and justice concerning customs, conventions, and continuity. However, to thrive, police agencies must evolve beyond defensive mindsets to an outlook that embraces volatility, uncertainty, complexity, and ambiguity.

DoD Competency Model

The DoD uses a Competency Model to help staff align themselves to the greater mission. Competencies are observable and measurable patterns of knowledge, abilities, skills, and other characteristics that individuals need to successfully perform their work, similarly, military training is aligned to mission essential tasks. The DoD Peace Officer Standards and Training are derived from these competencies.

Competencies are:

Knowledge

Information developed or learned through experience, study or investigation

Skills

The result of repeatedly applying knowledge or ability

Abilities

An innate potential to perform mental and physical actions or tasks

Behaviors

The observable reaction of an individual to a certain situation

*Terms such as **Learn**, **Know**, and **Understand** are not measurable terms and should not be used in objectives. Additionally, the below considerations are recommended:*

- *Blooms Taxonomy categorizes and classifies the cognitive domain of learning into varying levels according to complexity and richness.*
- *Models of evaluation commonly recommended for curriculum development and measuring are the Kirkpatrick and Tyler Models.*

1 Competencies and Terminal Learning Objectives

**Technical
Competency**

General – Knowledge of the concepts, principles, and theories of policing and their practical applications. Develop a professional identity as a Peace Officer with the ability to recognize the interpersonal nature and complexity of enforcing the rule of law and serving the public trust.

1.1 Peace Officer/Security Forces Roles and Mission ^{1 2}

TLO Identify the role and authorities of the Peace Officer as well as the primary missions undertaken within the DoD and your agency.

Public Safety and
Security

Focus Area Role of Peace Officers in protecting individual rights, human dignity, and upholding the human rights of all persons by recognizing ethical and legal imperatives founded in their: duty to intervene and render medical aid; report improper use of force and bias-motivated/hate crime behavior; responsibility in preventing crime and providing public safety services in support of law enforcement, force protection, security, etc., and the National Defense Priorities.

1.2 Ethical Reasoning and Peace Officer Code of Conduct

TLO Describe ethical terms, concepts, and the Peace Officer code of conduct.

Legal,
Government, and
Jurisprudence

Focus Area The application of ethical reasoning in decision making processes to policing-related situations to include:
 ○ Peace Officers conduct both on and off duty as well as when providing Public Safety.
 ○ Peace Officer Enforcement Code of Conduct.

1.3 Community Relations (Community Based Policing)

TLO Identify the concept and benefits of community-based policing.

Public Safety and
Security

Focus Area Community-oriented policing and the Scanning, Analysis, Response and Assessment (SARA) model.

1.4 Intelligence-Led Policing

TLO Identify the concept and benefits of intelligence-led policing.

Public Safety and
Security

Focus Area Intelligence-led policing models and how it differs/compliments community-based policing.

¹ DoDD 5210.56, *Arming and the Use of Force* – Establishes the carrying of firearms and the use of force, and the duty to intervene in the performance of official duties.
² Executive Order 14074, *Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety 2022 Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety, May 25, 2022* – The order mandates policing reforms and best practices for federal law enforcement officials, including banning chokeholds and carotid restraints unless deadly force is authorized, restricting the use of no knock entries, and requiring new standards that limit the use of force and require de-escalation for all federal agencies [hereinafter Executive Order 14074].

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1.5 Officer Liability

TLO Identify Peace Officers' civil and criminal liability as well as applicable defenses and immunities.

Legal,
Government, and
Jurisprudence

Focus Area Officer actions may actuate liability, defenses, immunities (e.g., qualified immunity to such claims pursuant to the Federal Code and the United States Constitution) as well as the liability for off-duty officers outside of the officer's jurisdiction.

1.6 Physical Activity ³

TLO Perform physical fitness assessment related to assigned duties and as required by agency.

Public Safety and
Security

Focus Area Conduct physical fitness assessment according to agency policy (e.g., anaerobic and aerobic endurance, balance, agility, strength).
○ Physical fitness attributes including cardiovascular fitness, flexibility, agility, strength, speed, and endurance that are important to Peace Officers' health, well-being and competence.
○ Importance of and strategies for physical conditioning, good nutrition and healthy eating habits for Peace Officers.

2 Competencies and Terminal Learning Objectives

Technical
Competency

Accident Investigation – Knowledge of guidelines, regulations, and procedures associated with an accident investigation including preservation of accident scene, root cause analysis, and evidence detection and handling.

2.1 Vehicle Crash Response and Investigation

TLO Demonstrate appropriate procedures when responding to and investigating a motor vehicle crash.

Accident
Investigation

Focus Area Motor vehicle accident response, weather considerations, scene priorities and actions, and basic motor vehicle accident investigation such as blocking / protecting the crash scene.

2.2 Impaired Driver (DUI/DWI) Response and Investigations

TLO Detect/process individuals who are unlawfully operating a motor vehicle under the influence of alcohol and/or drugs.

Accident
Investigation

Focus Area How to process an impaired driver, including:
○ Driving behaviors and violations indicative of impaired driving as well as applicable laws to include State laws adopted as federal law under the Assimilative Crimes Act (18 U.S.C. § 13), and
○ Teach administering impaired driver screening tests including the standardized field sobriety test (SFST) battery, interpreting and documenting test results, and apprehending violators of DWI/DUI laws.

³ DoDI 5525.15, *Law Enforcement (LE) Standards and Training in the DoD* – Establishes Service and Defense Agency's physical fitness program must provide a measure of an individual's preparedness to accomplish successfully the essential functions of a Peace Officer.

3 Competencies and Terminal Learning Objectives

**Technical
Competency**

Administrative Law – Knowledge of state and Federal administrative laws, including procedures, regulations, guidelines, and precedents related to case preparation and settlements.

3.1 Personally Identifiable Information (PII)

Administrative
Law

TLO Safeguard the PII of self, coworkers, witnesses, victims, and subjects.

Focus Area Peace Officers’ responsibility in safeguarding PII to include authorized and ethical use of police information, release of information, and privacy act advisement requirements.

3.2 Authorization to Arm as a Peace Officer ⁴

Administrative
Law

TLO Identify the legal authority for an agency to arm Peace Officers.

Focus Area Overview of the statutory authority for Peace Officers to be armed by their agency.

3.3 Cultural Diversity/Discrimination

Administrative
Law

TLO Identify the potential effects of civil rights violations, racial profiling, and bias-motivated/hate crimes on a community. Recognize barriers to effective cross-cultural communication.

Focus Area Federal and applicable State laws related to discrimination and diversity. Barriers to cross-cultural communication, to include overcoming stereotypes, bias, as well as prejudice during performance of Peace Officer duties.

3.4 Legal Foundation for Peace Officer Use of Force ⁵

Administrative
Law

TLO Use of objectively reasonable force per agency policy to control a situation.

Focus Area Use of Force terms, Use of Force policy, and escalation/de-escalation of force.

3.5 Law Enforcement Officer Safety Act (LEOSA)

Administrative
Law

TLO Identify the applicability of LEOSA to civilian and military Peace Officers.

Focus Area The applicability of LEOSA to civilian and military Peace Officers as well as the authorities and restrictions to carry a concealed firearm.

⁴ DoDD 5210.56, *Arming and the Use of Force* – Establishes the carrying of firearms and the use of force in the performance of official duties.

⁵ Executive Order 14074, *supra* note 2, at page 3.

4 Competencies and Terminal Learning Objectives

Technical Competency

Ammunition and Explosives – Knowledge of ammunition and explosives and their uses, interactions, dangers, production, handling, storage, and disposal.

4.1 Explosive Devices

TLO Describe the common components of an improvised explosive device (IED) as well as respond to an explosives (bomb) threat / explosive detonation.

Ammunition and Explosives

- Focus Area**
- Types and appearance of explosives, incendiary devices, and improvised explosive devices (IEDs).
 - Response procedures for a bomb threat.
 - Response procedures for an explosive detonation.

5 Competencies and Terminal Learning Objectives

Technical Competency

Arrest/Apprehension - Knowledge of the laws, principles, and procedures used in apprehending a criminal suspect, including polices for pursuit and proper use of force and capture such as Miranda rights.

5.1 Authority and Jurisdiction

TLO Illustrate the Peace Officer’s authority and jurisdiction in keeping with the agencies policies and procedures.

Constitutional Law / Criminal Law

Focus Area Peace Officer’s authority source, limits, and types of jurisdiction (e.g., exclusive federal, concurrent federal/state, and proprietary).

5.2 Rights Advisement

TLO Advise and individual of their rights per agency policy.

Constitutional Law / Criminal Law

Focus Area Civilian suspect rights advisement and/or military member rights advisement under Art. 31 of the UCMJ.

6 Competencies and Terminal Learning Objectives

**Technical
Competency**

Constitutional Law – Knowledge of the laws and legal precedents related to the U.S.

6.1 Federal Juvenile Justice and Law

TLO Explain the juvenile justice system the structure of the criminal legal system that deals with crimes committed by minors (e.g., delinquent behavior, detention, parental rights, protection of juvenile identity). Constitutional Law

Focus Area Status offenses, handling of juvenile offenders to include response, adjudication, collection of fingerprints/DNA/Criminal History Record Information and requirements when holding a juvenile in custody; considerations for handling juvenile victims.

6.2 Constitutional Rights

TLO Explain provisions of the Constitution that impact or restrict policing activities. Constitutional Law

Focus Area Constitutional rights as they relate to due process and equal protection under the law.

6.3 Posse Comitatus Act

TLO Identify the restrictions imposed by the Posse Comitatus Act and DoDI 3025.21 on defense support of civilian agencies. Administrative Law /
Constitutional Law

Focus Area Basic awareness of Posse Comitatus Act and DoDI 3025.21 restrictions on DoD Peace Officers.

7 Competencies and Terminal Learning Objectives

Technical Competency

Criminal Investigations – Knowledge of the guidelines, regulations, and procedures associated with criminal investigation, including evidence detection and handling and drawing appropriate factual inferences and conclusions.

7.1 Crime Scene/Evidence Preservation and Collection

TLO Identify responsibilities of a first responding officer to a crime scene.

Criminal Investigation

Focus Area Address the activities that need to be accomplished using the RESPOND model (or similar model/guidance).
R - Report: Become aware, plan response, arrive/assess, alarm/inform.
E - Evaluate: Look for dangers, determine back up needs, enter when appropriate/tactically sound.
S - Stabilize: Subject(s) and scene.
P - Preserve: Life (conduct an initial medical assessment – as trained, treat to level of training, continue to monitor the subject(s)), evidence.
O - Organize: Coordinate additional responding units (if necessary), communicate with dispatch and others, and organize the collection of evidence (if appropriate).
N - Normalize: Provide long-term monitoring (if appropriate), restore the scent to normal, return radio communications to normal.
D - Document/Debrief: Debrief self/others, other responding personnel, subject(s), other persons, and document incident appropriately.

7.2 Incident-Based Reporting

TLO Articulate the specifics of the investigative process in a concise narrative format and produce an accurate, complete, concise, clear, and objective police report.

Criminal Law / Criminal Investigation

Focus Area Report-writing fundamentals.
 Agencies using web-based or digital reporting are encouraged to incorporate these into this standard.

7.3 Interviewing Witnesses, Victims, Suspects

TLO Interview victims and witnesses.
 Interrogate suspects.

Criminal Investigation / Administrative Law

Focus Area Interview and interrogation techniques, documentation of statements and differences between a voluntary and an unlawful statement.

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7.4 Field Interviews/Contact

TLO Conduct a field interview.

Criminal
Investigation

Focus Area Focus is on ability to conduct a field interview / documentation requirements and legal standard for conducting an investigatory stop.

7.5 Victim and Witness Assistance Program/Reporting

TLO Notify victims and witnesses of DoD Victim and Witness Assistance Programs.

Criminal
Investigation

Focus Area DoD Victim/Witness Assistance Programs and the role of Peace Officers.

7.6 Responding to Crimes Against Persons

TLO Respond to crimes against persons.

Criminal Law /
Criminal
Investigation

Focus Area Response procedures for crimes against person in-progress and elements of common crimes against persons (e.g., assault, fraud, homicide, and larceny).

7.6.1 Active Threat (Complex Coordinated Attack / Active Shooter) ⁶

TLO Demonstrate the Peace Officer's role in active threat response.

Focus Area Techniques and protocols for effectively and tactically responding to active threats.
Must address National Incident Management System (NIMS) – inter-domain (EMS, Fire, and Peace Officer) procedures.

7.6.2 Animals (Responses Involving)

TLO Identify Peace Officer response to incidents involving animals.

Focus Area Techniques and protocols for effectively and safely responding to incidents involving animals.

7.6.3 Responding to Crimes Against Property

TLO Respond to crimes against property.

⁶ DoDI 5525.15, *Law Enforcement (LE) Standards and Training in the DoD* – Establishes officers responsible for force protection at U.S. military installations receive active shooter training; see Department of Homeland Security – Cybersecurity & Infrastructure Security Agency [Active Shooter Preparedness | CISA](#), International Association of Chief of Police (IACP) [Active Shooter* \(theiacp.org\)](#), and Police Executive Research Forum (PERF) [Active Shooter Report \(policeforum.org\)](#).

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Focus Area Response procedures for alarm response to crimes against property and the elements of common crimes against property (e.g., bribery, burglary, larceny, and robbery).

7.6.4 Child Abuse and Neglect

TLO Identify response procedures for child abuse and neglect.

Focus Area Procedures for response to child abuse and neglect: elements of applicable child abuse and neglect crimes.

7.6.5 Vulnerable Adult Abuse and Neglect

TLO Identify response procedures for elder abuse and neglect.

Focus Area Procedures for response to elder abuse and neglect: elements of applicable elder abuse and neglect crimes.

7.6.6 Civil Disturbance Response

TLO Respond to a civil disturbance.

Focus Area Tactics and formations for managing a civil disturbance; training should be provided on any equipment issued for civil disturbance response (e.g., riot baton, helmets, shields, etc.).

7.6.7 Death Scene Response and Notification

TLO Respond to a death scene.

Focus Area Initial Peace Officer duties in responding to a death scene and notifications per agency policy.

7.6.8 Disaster/Large Scale Emergency Response and Incident Command

TLO Identify the role of Peace Officers' in disaster and large-scale emergencies.

Focus Area Incident Command System (ICS) roles and responsibilities of the Peace Officers in disaster/large-scale emergency response.

7.6.9 Drug and Alcohol Response and Investigation

TLO Respond to drug and alcohol related incidents and administer naloxone to suspected opioid overdose victim.

Focus Area Common illegal drugs, drug-related offenses, procedures for alcohol-related incidents, safe handling of drugs, identifying opioid overdose victims, and administering naloxone.

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7.6.10 Cyber Crimes

TLO Identify cyber-crimes and related evidence.

Focus Area Response to cyber-crimes. Identify and protect cyber and digital evidence.

7.6.11 Family/Intimate Partner Violence (Victims and Offenders) ⁷

TLO Respond to domestic disputes pursuant to DoD and Service-specific policies and procedures.

Focus Area Initial Peace Officer response to disputes includes but not limited to DoD and Service-specific domestic abuse policies and procedures as well as prevention; domestic violence crimes; use of technology in domestic abuse; mandatory arrest/apprehension requirements; protection of victims to include protective orders and enforcement; as well as identification of resources available to victims of abuse/violence.

Must address types of abuse (e.g., physical, emotional/psychological, sexual, financial, spiritual, and technological) and the use of technology in abuse (e.g., hacking into a partner's email and personal accounts, using tracking devices in a partner's cell phone to monitor their location, phone calls and messages, monitoring interactions via social media, and demanding to know partner's passwords) as well as meet requirements for policing (not general awareness) prescribed in DoDI 6400.06.

7.6.12 Fire and Arson Response

TLO Identify responsibilities and safety concerns relative to Peace Officer response to fire scenes.

Focus Area Crimes related to arson, common evidence used in differentiating between arson caused fire and other causes, and the importance of securing and protecting evidence at fire scenes.

7.6.13 Juvenile Involved Response (Victims and Offenders)

TLO Identify Peace Officer procedures for responding to situations and crime scenes involving juveniles as victims and/or offenders.

Focus Area The appropriate data practices rules governing incidents involving juveniles including who may request and receive juvenile data, and explaining to whom a juvenile may be released.

7.6.14 Missing Person

TLO Respond to a report of a missing person.

Focus Area Peace officers' response and reporting responsibilities relative to missing persons.

⁷ DoDI 6400.06, *DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel* – Establishes annual requirement of training; see <https://learn.dcita.edu/catalog> Technology Evidence in Domestic Abuse (TEDA-2206-OL).

7.6.15 Persons in Crisis Response

TLO Respond to a person in crisis (emotionally disturbed person).

Focus Area Peace Officers' response to situations involving individuals demonstrating signs and/or characteristics of mental illness, behavioral disorder or suicidal intentions requiring intervention.
Appropriate intervention techniques that are likely to be beneficial in managing high risk situations.

7.6.16 Sexual Assault Response and Investigation

TLO Respond to an incident involving a sexual assault.

Focus Area Peace Officer response to a sexual assault to include recognizing whether an offense has been committed, resources available for victims of sexual assault, and appropriate notifications as well as evidence collection and preservation.
Proper response to sexual assault offenses must comply with organizational guidance.

7.6.17 Trafficking in Persons ⁸

TLO Identify indicators of human trafficking with regards to juveniles and other vulnerable persons.

Focus Area Training must meet requirements for investigative professionals (not general awareness) prescribed in DoDI 2200.01.

⁸ DoDI 2200.01, *Combating Trafficking in Persons (CTIP)* – Establishes initial entry training requirement and refresher training interval for investigative professionals.

8 Competencies and Terminal Learning Objectives

Technical Competency

Criminal Law – Knowledge of state and Federal criminal laws, including procedures, regulations, guidelines, and precedents related to admissibility of evidence and prosecution.

8.1 Federal Tort Law

TLO Recognize incidents of potential civil liability for Peace Officers and the Federal Tort Claims Act (FTCA) protection from individual liability.

Administrative Law / Criminal Law

Focus Area Potential civil liability for Peace Officers, issues concerning torts, and protections provided by the FTCA.

8.2 Federal Criminal Law

TLO Determine if the elements of a crime are sufficient to allow federal prosecution according to the applicable federal statutes and case law.

Criminal Law

Focus Area Criminal offenses under federal law, to include the Uniform Code of Military Justice where applicable.

8.3 Fraud/False IDs

TLO Determine if an ID is genuine, altered, counterfeit, or genuine but used fraudulently.

Criminal Law

Focus Area Peace Officers response to someone using genuine, altered, counterfeit, or genuine but used fraudulently ID; Characteristics of Armed Forces ID, DoD, US Government, and State IDs as well as security features.

9 Competencies and Terminal Learning Objectives

Technical Competency

Detention – Knowledge of the policies and procedures for detaining criminal suspects including processing, fingerprinting, detention requests, informing detainee of charges, and transportation.

9.1 Contacts, Detentions and Arrests

TLO Identify what constitutes an arrest/apprehension and the differences between a contact, a detention and an arrest/apprehension.

Detention

Focus Area Elements of a lawful arrest, protocols, and terms associated with arrest/apprehension including “reasonable suspicion” and “probable cause”.

9.2 Transporting an Offender

TLO Demonstrate procedures for transporting an offender by vehicle.

Detention

Focus Area Procedures for transporting offender(s); documentation required to release a detained person

10 Competencies and Terminal Learning Objectives

**Technical
Competency**

Firearms – Knowledge of firearm usage and related issues, such as ammunition, range regulations and safety and use of force policies.

10.1 Firearms Safety (on and off range)

TLO Demonstrate safe handling of firearms.

Firearms

Focus Area Operate firearms safely according to agency policy.

10.2 Weapons Qualification

TLO Demonstrate proficiency (achieve minimum score) in weapon(s) with which they will be armed.

Firearms

Focus Area Qualify with weapon(s) using an agency-approved standard on an agency-approved range; no requirement to fire weapons not issued by agency.

10.3 Low Light Techniques

TLO Demonstrate low-light firing techniques with assigned firearm.

Firearms

Focus Area Use of flashlights, low-light shooting techniques.

11 Competencies and Terminal Learning Objectives

Technical Competency

First Responders – Knowledge of emergency management methods, such as first aid, rescue techniques, and threat assessments.

11.1 Vehicle Threat

First Response /
Public Safety and
Security

TLO Respond to an active vehicle threat situation.

Focus Area Peace Officer’s response to an active vehicle threat where the vehicle is being used as a weapon to intentionally kill or injure persons or damage property. Response to the use of the vehicle as a shooting platform; pursuit techniques and policy are to be included.

11.2 First Aid/Casualty Evacuation ⁹

First Response /
Public Safety and
Security

TLO Provide basic emergency medical care for illness or injury in a permissive or non-permissive environment until emergency medical personnel arrive.

Focus Area Initial emergency first aid employment to include triage of injuries, application of tourniquets and treatment for bleeding, head wounds, heat/cold-related injuries and suspected overdoses and poisoning; casualty evacuation is to be included as well as protection from blood borne pathogens.

Training must include adult, child, and infant first aid.

11.3 Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED)

First Response /
Public Safety and
Security

TLO Perform the steps of CPR/AED to prolong opportunities for life-saving action when responding to a medical emergency.

Focus Area Definitions of standard of care, duty to act, consent, advanced directives, refusal of care, abandonment, negligence, and Good Samaritan laws for Peace Officers.

Training must include adult, child, and infant CPR.

⁹ DoDD 5210.56, *Arming and the Use of Force* – Establishes the duty to intervene and duty to render medical aid while in the performance of official duties.

12 Competencies and Terminal Learning Objectives

Technical Competency

Forensic – Knowledge of procedures of civil, criminal, or administrative hearings, evidence collection, including the delivery and receipt of evidence, classes of evidence, and rules of evidence and legal procedures.

12.1 Forensic Evidence Collection

Forensics

TLO Collect physical evidence per agency policy.

Focus Area The proper collection, preservation, processing, storage, and chain of custody procedures of evidentiary items and methods to properly safeguard evidence pending collection; standard is not meant to require advanced training for entry-level officers.

12.2 Complex Crime Scenes

Forensics

TLO Interpret when a crime scene needs a specific level of expertise for processing such as investigatory response from a defense criminal investigative organizations (DCIO).

Focus Area Recognize complex scenes (e.g., unattended death, bias-motivated/hate crimes, and other serious offenses) and how to properly safeguard evidence pending collection; this is not meant to require advanced evidence collection training for entry-level officers.

12.3 Fingerprint Collection

Forensics

TLO Take record fingerprints through concrete or digital means.

Focus Area Collection of either digital or wet print record fingerprints; this includes knowledge of fingerprinting requirements for offenses, juveniles, and disposition reporting as well as safeguarding of information.

12.4 DNA Collection

Forensics

TLO Identify when the collection of DNA evidence is required according to policy.

Focus Area Criminal DNA requirements for evidence collection and preservation of DNA evidence.

13 Competencies and Terminal Learning Objectives

Technical Competency

Hazardous Materials – Knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal.

13.1 First Responder (Basic) Response to Chemical, Biological, Radiological, Nuclear and Explosives (CBRNE)/Hazardous Material (HAZMAT) Incident ¹⁰

Hazardous Materials

TLO Given scenarios involving hazardous materials, demonstrate basic incident response skills.

Focus Area Common hazardous materials or hazardous materials placards; situationally appropriate safety precautions and reasonable actions including maintaining a safe distance, clearing the area and making referrals and notifications; mitigating exposure to a reported or suspected CBRNE/HAZMAT incident in a manner that safeguards life and property by following the local emergency response policy.

Must include use of the Emergency Response Guidebook published by the U.S. Department of Transportation.

13.2 HAZMAT Awareness and Basic Personal Protection Equipment (PPE)

Hazardous Materials

TLO Demonstrate use of agency issued PPE to protect from a potential CBRNE/Hazmat incident.

Focus Area Be able to don issued PPE and avoidance of CBRNE/HAZMAT cross-contamination.

¹⁰ Pipeline and Hazardous Materials Safety Administration (PHMSA's) 2020 Emergency Response Guidebook provides first responders with a go-to manual to help deal with hazmat transportation accidents during the critical first 30 minutes; see [Emergency Response Guidebook \(ERG\) | PHMSA \(dot.gov\)](https://www.phmsa.dot.gov/emergency-response-guidebook-erg).

14 Competencies and Terminal Learning Objectives

Technical Competency

Legal, Government, and Jurisprudence – Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, government regulations, executive orders, agency rules, government organization and functions, and the democratic political process.

14.1 Criminal Justice Information System (CJIS) Overview

Administrative Law / Public Safety and Security

TLO Identify the purpose and implementation of criminal justice information systems in the U.S. into a perspective about current Peace Officer duties, responsibilities, and actions.

Appropriate use of CJIS per agency policy and familiarization with the following:

- National Criminal Justice Information Systems
 - (1) National Crime Information Center (NCIC)
 - (2) Interstate Identification Index (III)
 - (3) National Instant Criminal Background Check System (NICS)
 - (4) NICS Indices
 - (5) National Incident Based Reporting System (NIBRS)
 - (6) National Data Exchange (N-DEx)
 - (7) National Sex Offender Public Website (NSOPW)
 - (8) National Law Enforcement Telecommunications System (NLETS)
- Defense Criminal Justice Systems
 - (1) Defense Central Index of Investigations (DCII)
 - (2) Defense Data Exchange (D-Dex)
 - (3) Identity Matching Engine for Security Analysis (IMESA)
 - (4) Defense Biometric Identification System (DBIDS)
- Agency Records Management System

Focus Area

14.2 Peace Officer Testimony

Administrative Law / Criminal Law

TLO Identify characteristics that make Peace Officers effective witnesses when testifying.

Focus Area Function and responsibility of each of the key participants involved in a typical courtroom hearing or trial including judges, jury members, prosecuting and defense attorneys and witnesses; focus is on testimonial responsibilities and procedures.

15 Competencies and Terminal Learning Objectives

Technical Competency

Public Safety and Security – Knowledge of military, weaponry, and intelligence operations; public safety and security operations; occupational health and safety; investigation and inspection techniques; or rules, regulations, precautions, and prevention techniques for the protection of people, data, and property.

15.1 Enforce Motor Vehicle Code

Public Safety and Security

TLO Issue traffic citations pursuant to a vehicular infraction.

Focus Area Common traffic laws, citation(s) issued by the agency, abandoned vehicles, moving and non-moving violations, and applicable laws to include traffic laws enforced under the Assimilative Crimes Act (18 U.S.C. § 13).

15.1.1 Directing Traffic

TLO Direct traffic using hand-and-arm signals

Focus Area Control traffic from all authorized directions of travel and use of traffic control devices (e.g., flashlight wand, whistle, cones, etc.).

15.1.2 High [Felony] Risk Traffic Stop

TLO Conduct a high (felony) risk traffic stop in a manner that safeguards life and property.

Focus Area Procedures for conducting high risk traffic stop, roles of primary and backup Peace Officers and agency policy on pursuits.

15.1.3 Unknown Risk Traffic Stop

TLO Conduct a traffic stop of unknown risk in a manner that safeguards life and property.

Focus Area Procedures for conducting unknown risk traffic stop, roles of contact and cover officers, and legal threshold for initiating a stop.

15.2 Suicide Identification and Prevention

Public Safety and Security

TLO Mitigate the threat of suicide with careful attention to coworkers and people encountered on patrol through the identification of signs and characteristics that may be indicative of suicidal individuals.

Focus Area Response to suicidal person; evaluate signs and characteristics that may be indicative of suicidal individuals and mitigate the threat of suicide by coworkers; focus is on the Peace Officer response to a suicidal person this includes identification of resources available.

DoD PEACE OFFICER STANDARDS AND TRAINING: GUIDELINE #1

15.3 Officer Survival, Safety and Health

Public Safety and Security

TLO Identify the physiological, psychological and emotional effects of stress.

Focus Area How to manage stress.
Stressors encountered by Peace Officers and their effect on officers and their families including:

- o duty related stressors, (e.g., frequent encounters with illegal or unethical behaviors, emotionally charged scenes, people in distress, trauma and tragedy), and
- o stressors related to fatigue and shiftwork.

15.4 Critical Incident Stress

Public Safety and Security

TLO Physical and psychological effects of stress before, during and after a high risk or traumatic incident including:

- o the effects of high-risk stress on the body including the brain, vision, hearing, muscles and respiratory system, and the nervous and cardiovascular systems, and
- o how knowledge of the effects of stress in high-risk or life-threatening situations can help officers perform under stress.

Focus Area Critical incident debriefing and identify support services and resources for Peace Officers; focus is on addressing and mitigating stress related to critical incidents.

15.5 Radio Communication

Public Safety and Security

TLO Demonstrate use of effective verbal police radio communications skills to convey intended meaning and provide information for policing and public safety.

Focus Area Ability to properly operate radios and communications equipment in training scenarios.

15.6 Operational Risk Management

Public Safety and Security

TLO Recognize the importance of technical risk issues and their impact on project performance.

Focus Area Fundamentals of Operational Risk Management (ORM), conducting time-critical assessment, principles of ORM, steps in conducting an assessment.

16 Competencies and Terminal Learning Objectives

Technical Competency

Restraint and Self-Defense – Knowledge of techniques and methods used to restrain hostile individuals, including the models and guidelines on appropriate level and nature of force for self-defense.

16.1 Less than Lethal Weapons

Restraint and Self-Defense

TLO Demonstrate basic techniques for the reasonable use of less than lethal weapons.

Focus Area

The make-up and characteristics of oleoresin capsicum agents and electronic control weapons used by agency. Training must adhere to Inter-service Non-lethal, Weapons Instructor Course (INIWIC) standards.
Evidence of successful INIWIC completion may be substituted for direct contamination exposure; the intent of training is to lead toward certifying Peace Officer to carry the less than lethal weapons with which they will be armed.

16.2 Impact Weapon (Baton)

Restraint and Self-Defense

TLO Demonstrate basic techniques for use of the baton and/or impact weapon.

Focus Area

Use of impact weapon(s) per agency policy. Topics should include:

- draws and grips with batons,
- stances and carrying techniques with batons,
- uses of the baton for physical control techniques,
- uses of the baton as a blocking instrument,
- uses of the baton for striking,
- identification of body target areas for striking, and
- baton retention techniques.

16.3 Ground Fighting

Restraint and Self-Defense

TLO Demonstrate ground fighting tactics including defenses and escapes from positions on the ground or floor.

Focus Area

Topics should include:

- escapes from the top superior position and the bottom superior (supine) position,
- escapes from headlocks and chokeholds,
- defending from four barriers: feet, knees, hands and elbows, and
- practice in multiple subject and multiple officer scenarios.

DoD PEACE OFFICER STANDARDS AND TRAINING: GUIDELINE #1

16.4 Defensive Tactics^{11 12 13}

Restraint and Self-Defense

TLO Demonstrate defensive tactics techniques to control a resistive subject.

Focus Area Command presence and tactically safe approach techniques in a variety of policing situations; training should include realistic decision-making scenarios wherein the students demonstrate appropriate use of force and de-escalation techniques.

16.5 Handcuffing

Restraint and Self-Defense

TLO Demonstrate proper handcuffing techniques.

Focus Area Procedural focus of skills included are:

- proper use of clear and concise verbal commands,
- techniques for use with cooperative and uncooperative subjects,
- team handcuffing techniques; both standing & prone,
- tactical positioning and subject control during handcuffing and searching,
- proper application of handcuffs (placement, tightness) and double locking,
- if flexible cuffs are issued, application of these should be included in the training, and
- removal of handcuffs.

16.6 Contact and Cover

Restraint and Self-Defense

TLO Demonstrate contact and cover tactics.

Focus Area Procedures for contact and cover; responsibilities of contact and cover officers.

16.7 Cover and Concealment

Restraint and Self-Defense

TLO Demonstrate appropriate use of cover and concealment when responding to a dangerous firearms situation to achieve a tactical advantage.

Focus Area Use of cover and concealment to ensure officer survival.

¹¹ DoDD 5210.56, *Arming and the Use of Force* – Incorporates guidance on the use of force guidance of the Executive Order and Attorney General in the performance of official duties provided in footnote 11 and 12.

¹² Department of Justice Memorandum, *Chokeholds and Carotid Restraints; Knock and Announce Requirement*, September 13, 2021.

¹³ *Executive Order 14074*, *supra* note 2, at page 3.

17 Competencies and Terminal Learning Objectives

**Technical
Competency**

Search – Knowledge of the laws, principles and methods of conducting searches on personal property such as vehicles, documents, buildings, and items, *and* **Seizure** – Knowledge of the laws, regulations, and procedures for property seizure, including chain of custody requirements and procedures to catalog and secure seized property.

17.1 Consent to Search

Search / Seizure

TLO Demonstrate procedures of a consent to search and seizure.

Focus Area Explain who can provide legal consent to search property and the scope / limitation of a lawful warrant-less seizure during a consent search of persons, vehicles, and a building pursuant to the 4th and 5th Constitutional Amendments.

17.2 Plain View Doctrine

Seizure

TLO Explain the plain view doctrine.

Focus Area Seizure of evidence without a warrant when evidence is clearly visible.

17.3 Exigent Circumstances

Search

TLO Recognize exigent reasons for conducting a lawful warrant-less search.

Focus Area The scope and limitation of a lawful warrant-less search during a search based on exigent circumstances.

17.4 Frisk/Pat Down Search

Search

TLO Identify the justification and scope of a frisk conducted subsequent to a ‘Terry Stop’ of a person and a vehicle.

Focus Area Differentiate between a frisk of a person/vehicle stopped under Terry and a search of a person/vehicle incident to arrest.

17.5 Search Individuals

Search / Seizure

TLO Search an individual for contraband and weapons in a manner that safeguards life and property.

Focus Area Procedures for searching a person and search incident to arrest/apprehension.

DoD PEACE OFFICER STANDARDS AND TRAINING: GUIDELINE #1

17.6 Search a Structure

Search / Seizure

TLO Search a structure for evidence.as well as a structure for a suspect.

Focus Area Procedures for searching a structure for evidence and for clearing a building to locate a suspect.

17.7 Search an Area

Search / Seizure

TLO Search an area to locate evidence as well as for an individual in question.

Focus Area The activities and safeguards in conducting a search of an area for evidence and search of an area for an individual (e.g., a potentially dangerous suspect or a lost child, utilizing appropriate tactics, techniques, and procedures).

17.8 Search a Vehicle

Search / Seizure

TLO Search a vehicle for weapons or contraband.

Focus Area Procedures for searching a vehicle and protocol for handling contraband and suspicious items.

17.9 Search Authorization

Criminal
Investigation /
Forensics /
Seizure

TLO Prepare a search authorization/warrant.

Focus Area The requirements, restrictions, and protection measures in conducting lawful inspections and searches, requirements for search warrant/authorization and exceptions to requirement for warrant/authorization, seizures, and the exclusionary rule.

18 Competencies and Terminal Learning Objectives

Technical
Competency

Security – Knowledge of the laws, regulations, and guidelines related to securing personnel, facilities, and information, including the requirements for handling, transporting, and protecting classified information and proper reporting of security incidents.

18.1 Threat Level and Force Protection Conditions

Security

TLO Operate within Antiterrorism Force Protection Condition System (FPCONS).

Focus Area FPCONS, random anti-terrorism measures

DoD PEACE OFFICER STANDARDS AND TRAINING: GUIDELINE #1

18.2 Threats to Installation and Resources

Security

TLO Identify threats to installations and resources.

Focus Area

The performance of proactive measures to safeguard operational resources to include recognizing surveillance; operational security, communication security, terrorism awareness.

18.3 Patrol Types

Security

TLO Identify the types of patrol in use at your location.

Focus Area

How various patrol strategies impact crime, community security, and community perceptions of policing.

18.4 Capabilities and Use of Working Dog Teams

Security

TLO Identify capabilities and use of working dog teams.

Focus Area

Use of working dog teams in support of Peace Officers including area security, movement and mobility support operations, community policing, and other operational requirements.

18.5 Entry Access Control

Security

TLO Demonstrate procedures for entry access control.

Focus Area

The performance of proactive measures to safeguard operational resources to include recognizing surveillance; operational security, communication security, terrorism awareness.

19 Competencies and Terminal Learning Objectives

Technical
Competency

Vehicle Operation – Knowledge of procedures for operating motor vehicles, including cars, trucks, or watercraft.

19.1 Vehicle Operations

Vehicle Operations

TLO Demonstrate proper driving strategies and techniques for basic patrol operation of a vehicle under emergency and non-emergency conditions with regard to safety and accident avoidance.

Focus Area

Training and certification to operate emergency vehicles; this includes preventative maintenance, vehicle documentation, (e.g., trip tickets, safe vehicle operation, use of emergency equipment, and defensive driving).

Basic – TECHNICAL CORE COMPETENCIES

Terms of Reference

1. General

Knowledge of the concepts, principles, and theories of policing and their practical applications. Develop a professional identity as a Peace Officer with the ability to recognize the interpersonal nature and complexity of enforcing the rule of law and serving the public trust.

2. Accident Investigation

Knowledge of guidelines, regulations, and procedures associated with an accident investigation including preservation of accident scene, root cause analysis, and evidence detection and handling.

3. Administrative Law

Knowledge of state and Federal administrative laws, including procedures, regulations, guidelines, and precedents related to case preparation and settlements.

4. Ammunition and Explosives

Knowledge of ammunition and explosives and their uses, interactions, dangers, production, handling, storage, and disposal.

5. Arrest/Apprehension

Knowledge of the laws, principles, and procedures used in apprehending a criminal suspect, including polices for pursuit and proper use of force and capture such as Miranda rights.

6. Constitutional Law

Knowledge of the laws and legal precedents related to the U.S. Constitution.

7. Criminal Investigation

Knowledge of the guidelines, regulations, and procedures associated with criminal investigation, including evidence detection and handling and drawing appropriate factual inferences and conclusions.

8. Criminal Law

Knowledge of state and Federal criminal laws, including procedures, regulations, guidelines, and precedents related to admissibility of evidence and prosecution.

9. Detention

Knowledge of the policies and procedures for detaining criminal suspects including processing, fingerprinting, detention requests, informing detainee of charges, and transportation.

10. Firearms

Knowledge of firearm usage and related issues, such as ammunition, range regulations and safety and use of force policies.

11. First Response

Knowledge of emergency management methods, such as first aid, rescue techniques, and threat assessments.

12. Forensics

Knowledge of procedures of civil, criminal, or administrative hearings, evidence collection, including the delivery and receipt of evidence, classes of evidence, and rules of evidence and legal procedures.

13. Hazardous Materials

Knowledge of hazardous materials and waste and their uses, interactions, dangers, production, handling, storage, and disposal.

14. Legal, Government, and Jurisprudence

Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, Government regulations, Executive orders, agency rules, Government organization and functions, and the democratic political process.

15. Public Safety and Security

Knowledge of military, weaponry, and intelligence operations; public safety and security operations; occupational health and safety; investigation and inspection techniques; or rules, regulations, precautions, and prevention techniques for the protection of people, data, and property.

16. Restraint and Self-Defense

Knowledge of techniques and methods used to restrain hostile individuals, including the models and guidelines on appropriate level and nature of force for self-defense.

17. Search and Seizure

Knowledge of the laws, principles and methods of conducting searches on personal property such as vehicles, documents, buildings, and items.

Knowledge of the laws, regulations, and procedures for property seizure, including chain of custody requirements and procedures to catalog and secure seized property.

18. Security

Knowledge of the laws, regulations, and guidelines related to securing personnel, facilities, and information, including the requirements for handling, transporting, and protecting classified information and proper reporting of security incidents.

19. Vehicle Operation

Knowledge of procedures for operating motor vehicles, including cars, trucks, or watercraft.

Approved by the POST Commission on April 27, 2023.

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