

2022 GPO & Supervisor Core Curriculum

IST 22-01 – Child Sex Abuse

This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs (time requirements), who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

IST 22-02 – EVOC/Pursuit Review

This block of instruction will cover the Vanessa K Free Act and relevant MNPD policies as it relates to driving an emergency vehicle.

IST 22-03 – Mental Illness

This block of instruction will cover how officers should respond to calls involving an individual suffering from a variety of mental illnesses and/or cognitive disabilities. Officers will learn communication methods to help improve these interactions. The ability to better communicate will lead to less incidents of force being used and a better understanding of how the individual perceives the situation. Additional resources will be discussed and how they can help the officers.

IST 22-04 – Use of Force/Firearms

This period of instruction includes review of range rules; departmental use of force policy, to include definitions of reasonable belief, serious physical injury, and other related terms; departmental firearm policy and procedures; firearm safety; and practical firearm skill evaluation including judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 22-05 Body Worn Cameras

This block of instruction will cover updates to the body worn camera system. It will also cover frequently asked questions and issues that have been noticed in the field.

IST 22-06 – Diversity and Inclusion

This block of instruction will provide information on the role of diversity in the workplace. Topics include staying in compliance with Title VI / VII guidelines (Civil Rights Act), identifying and explaining the seven protected classes, and recognizing personal biases to avoid stereotyping. Officers will learn related terminology and increase self-awareness to increase community and workplace relations.

IST 22-07 Sexual Harassment

This period of instruction will cover the topic of harassment in the workplace. Topics of preventing and reporting the harassment will be covered.

IST 22-08 – De-escalation and Duty to Intervene

This block of instruction will cover the duty to intervene when an employee observes a fellow employee who may be acting outside of policy or law. The students will learn the ethical and legal requirements to report misconduct. This misconduct can include excessive force, breaking the law, etc. The student will also learn various methods to intervene and report this misconduct.

IST 22-09 - Ethics

This block of instruction will encompass the Law Enforcement Code of Ethics. Students will be reminded of their duty to uphold their core ethical values and the values of the MNPD. How to make ethical decisions will be discussed.

IST 22-10 - Defensive Tactics / Use of Force

This block of instruction will provide personnel with tactics and tools regarding the arresting process. There will be various types of resistance, from simple verbal resistance to physical resistance, during these practical applications of various tactics (including de-escalation tactics) from soft empty hand control to hard empty hand control, as well as disengaging from a subject who may produce a weapon/threat (up to deadly force). This block of instruction also serves as an update and review for the MNPD Use of Force policy, to include definitions of reasonable belief, serious physical injury, and other related terms. The application of force in regard to reasonableness will be discussed. De-escalation and the MNPD Decision Making Model will be points of emphasis. The entire continuum from officer presence to deadly force will be covered. This includes less lethal weapons such as OC Spray, taser, baton, soft empty hand control, and hard empty hand control. At the end of the instruction, the student will be able explain the importance of de-escalating situations to the best of their ability and how proportionality of force is a key to gaining the confidence of the public.

IST 22-11 – Law Update

In this block of instruction officers will be an update on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 22-12 – Public Assembly and Community Interaction

This block of instruction will cover the police interaction with the public during large scale events such as protests and rallies. 1st amendment considerations will be a main focus. A focus will also be placed on crowd control of violent and unruly crowds. Officers will be taught to interact with these crowds in a calm and courteous manner while maintaining the safety of everyone involved.

IST 22-13 – Officer Wellness

This block of instruction will cover topics as it relates to the officer. Being a police officer is stressful. This class will give officers ways to cope with the stress and resources they can utilize.

IST 22-14 – Bloodborne Pathogens and Communicable Diseases

Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment (PPE), and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations which are offered to all MNPD employee, how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

IST 22-15 - Physical Fitness Testing

All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete tasks. The testing will include pushups, sit-ups, and a 1.5 mile run.

IST 22-16 P.O.S.T. Examination

This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST 22-17 Substance Abuse

This block of instruction will cover the MNPD Manual 2.10, Substance Abuse Policy. At the end of the instruction the students will be able to understand the content of the policy on substance abuse including the legal responsibility and management obligation of the MNPD to ensure a safe work environment. The student will also understand mandatory drug test procedures and the roles of the Substance Abuse Coordinator.

IST 22-18 – Taser update/Qualification

This course will provide annual updates to the basic operational theory and practical training to instruct users to reasonably, safely, and effectively operate TASER Conducted Electrical Weapons (CEWs). The TASER CEW is capable of creating incapacitation to an actively resistant subject with little to no injury to either the officer who deploys the device or to the subject who is non-compliant.

IST 22-19 – High Risk Vehicle Stops

This block of instruction will update officers with the latest statistics regarding vehicle tactics. Officers will then be taught how to utilize these tactics in a High-Risk Vehicle Stop as well as any engagement around the vehicle.

IST 22-20 - Domestic Violence Update

This block of instruction will present personnel with updated laws, policies, and procedures regarding updated best practices for prosecution of domestic violence incidents. They will also learn, in depth, how to investigate and prosecute victims of elderly abuse. This also includes department and advocacy resources available to victims of elderly abuse.

IST 22-21 – Foot Pursuits

In this course, students will learn safe techniques, injury prevention, and common suspect flight tactics during foot pursuits.

IST 22-22 – Biased Based Policing

This block of instruction will provide information relating to decision making and what influences someone may experience due to personal bias. The instruction will cover how to treat people right and how current interactions can affect future interactions.

IST 22-23 – NIBN/Processing and Securing Crime Scenes

This block of instruction will provide information about NIBN and how NIBN process data using evidence that has been collected. The instruction will also cover how to secure crime scenes to preserve the most evidence.

IST 22-24 – Human Trafficking

The Human Trafficking course will be a one-hour power point presentation covering Human Trafficking Unit structure, Human Trafficking laws, Prostitution laws, recognizing identifiers of human trafficking, both national and local statistics, unit call out guidelines, and information on our partnering victim advocacy organizations. The presentation will contain video demonstration training aids. The goal of the class is to provide officers with knowledge and understanding of human trafficking and organized prostitution offenses. At the conclusion of the course officers will know the basic characteristics, traits, identifiers, and offenses related to human trafficking.

IST 22-25 – Contingency Planning/ICS

This block of instruction will look at **after action reviews (AAR)** of recent large-scale events. Not criticizing the actions, but a review of *how it can be done better* by the officers involved in a project or event. Also, a quick review of the Incident Command System (ICS).

IST 22-26 – Co-Response and CIT

This course will serve as an exposition of the Office of Alternative Policing Strategies, with a specific focus on the Partners in Care mental health co-response program.

IST 22-27 – Mobile Field Force

The Mobile Field Force Operations course provides state and local law enforcement agencies with the knowledge and skills necessary to prepare for and successfully mitigate threat incidents involving civil disorder. Law enforcement responders must be prepared to protect the lives and properties within their jurisdiction. This course combines classroom instruction with practical exercises to allow responders to practice concepts and tactics in a controlled environment.

IST 22-28 – Interviewing and Interrogation Techniques

This block of instruction will cover relevant interviewing techniques. Professional conduct is expected in all interviews. Students will learn ways to keep questioning professional and effective.

IST 22-29 – Respectful Workplace

In the Respectful Workplace, participants will learn how to define and foster a respectful workplace environment. This presentation will outline Federal Law as well as MNPD policy and Civil Service Rules pertaining to harassment and discrimination. Finally, participants will learn how to recognize potential violations and file a complaint through multiple available avenues.

IST 22-30 – K9 Refresher

A review will be given of the Canine Unit Policy and Procedure. This block of instruction will cover MNPD Manual 14.40, so that students will know when it is proper to request utilization of a canine unit. The Key Objectives for this course of instruction are preferred positioning of K9 in a pursuit, the need for two K9 units in a pursuit, the duties/positioning of K9 unit in pursuit, and the duties/positioning of patrol units during K9 deployments.

2022 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 22-01 Child Sex Abuse	1 Hour	Yes
IST 22-02 EVOG / Pursuit Review	2 Hour	Yes
IST 22-03 Mental Illness	1 Hour	Yes
IST 22-04 Firearms	8 Hours	Yes
IST 22-05 Body Worn Camera	1 Hour	
IST 22-06 Diversity and Inclusion	1 Hour	
IST 22-07 Sexual Harassment	1 Hour	
IST 22-08 De-escalation and Duty to Intervene	2 Hours	Yes
IST 22-09 Ethics	1 Hour	
IST 22-10 Use of Force Updates / DT	4 Hours	
IST 22-11 Law Updates	1 Hour	
IST 22-12 Public Assembly and Community Interaction	2 Hours	Yes
IST 22-13 Officer Wellness	2 Hour	Yes
IST 22-14 Bloodborne Pathogens and Communicable Diseases	1 Hour	Yes
IST 22-15 Physical Training	2 Hours	Yes
IST 22-16 POST Exam	0.5 Hours	Yes
IST 22-17 Substance Abuse	1 Hour	Yes
IST 22-18 TASER Refresher	4 Hour	
IST 22-19 High Risk Vehicle Stops	4 Hour	
IST 22-20 DV Updates	1 Hour	
IST 22-21 Foot Pursuits	1 Hour	
IST 22-22 Biased Based Policing	1 Hour	
IST 22-23 NIBN/Processing & Securing Crime Scenes	1 Hour	
IST 22-24 Human Trafficking	1 Hour	
IST 22-25 Contingency Planning/ICS	1 Hour	
IST 22-26 Co-Response and CIT	2 Hours	
IST 22-27 Mobile Field Force	2 Hours	
IST 22-28 Interview and Interrogation Techniques	1 Hour	
IST 22-29 Respectful Workplace	1 Hour	
IST 22-30 K9 Refresher	0.5	