

**Illinois Law Enforcement Training and Standards Board  
Board Approved Guidelines**



**EFFECTIVE JANUARY 1, 2022**

**When determining minimum in-service training requirements that a police officer must satisfactorily complete, only Board Certified courses that comply with Board approved guidelines will be considered. These Guidelines are in compliance with state laws effective January 1, 2022.**

*Board Policy Adopted September 9, 2021*

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## Key Civil Rights Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Civil Rights** Training (P.A. 99-352), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Civil Rights** Guidelines would be eligible to comply with the mandate:

- Constitutional Rights
  - Freedom of Assembly
  - Crowd Control
  - Search & Seizure
    - Powers of Arrest
    - Probable Cause
    - Rights of Homeowners
    - Rights of Vehicle Occupants
    - Warrants
  - Self-Incrimination
    - Required Warnings to Suspects
    - Interview and Interrogation
  - Right to Counsel
  - Cruel and Unusual Punishment
    - Excessive Use of Force
  
- Civil Liability
  - Unreasonable Use of Force
  - False Arrest
  - Illegal Searches
  - Local Governmental Tort Immunity
  - 42 U.S.C Section 1983 Actions
  - Pre-Trial Publicity – Protecting the Rights of the Accused
  
- Criminal Liability
  - Official Misconduct
  - Prohibited Use of Force
  - Federal Civil Rights
  - Concealment of Exculpatory Information

## Key Constitutional and Proper Use of Law Enforcement Authority Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Constitutional and Proper Use of Law Enforcement Authority** Training (P.A. 99-352), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Constitutional and Proper Use of Law Enforcement Authority** Guidelines would be eligible to comply with the mandate:

- U.S. Constitution's relevance to policing in today's society
  - Amendments impacting criminal procedure
  - Supreme Court cases that guide police policy, procedure and behavior
  
- Constitutional Rights
  - Freedom of Assembly
    - Crowd Control
  - Search & Seizure
    - Powers of Arrest
    - Probable Cause
    - Rights of Homeowners
    - Rights of Vehicle Occupants
    - Warrants
  - Self-Incrimination
    - Required Warnings to Suspects
    - Interview and Interrogation
  - Right to Counsel
  - Cruel and Unusual Punishment
    - Excessive Use of Force
  
- Limitations of Law Enforcement Authority
  - Fruit of the Poisonous Tree Doctrine
    - Exclusionary Rule
  - Jurisdictional Issues
  - Civil Liability
    - Unreasonable Use of Force
    - False Arrest
    - Illegal Searches
    - Local Governmental Tort Immunity
    - 42 U.S.C Section 1983 Actions
    - Pre-Trial Publicity – Protecting the Rights of the Accused

## Key Crisis Intervention Training Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Crisis Intervention Training** (P.A. 101-652), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Crisis Intervention Training Guidelines** would be eligible to comply with the mandate:

- History of Mental Health
  - Causes
  - Signs & Symptoms
  - ADA & Other Mental Health Laws
  - Mental Health and Developmental Disability Code
  
- Types of Mental Illness
  - Anxiety Disorders
  - Post-Traumatic Stress Disorder
  - Depression
  - Psychotic Disorders
    - Schizophrenia
    - Addictions
    - Bipolar Disorder
  - Personality Disorders
  - Alzheimer's & Dementia
  - Autism & Developmental Disabilities
  
- De-escalation Techniques
  
- Crisis Intervention
  - Mental Health Awareness and Response: Introduction to CIT
  - 40 hour Crisis Intervention Team Training
  - Crisis Recognition
  
- Treatment
  - Hospitalization
  - Medications
  - Counseling
  - Resources
  
- Police Stress/Suicide
  - Causes
  - Officer Wellness
  - Intervention

## Key Cultural Competency Guidelines (including implicit bias and racial and ethnic sensitivity)

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Cultural Competency** Training (P.A. 99-352 and P.A. 101-0652), the Training Board has outlined the types of in-service training that would meet the mandate.

Pursuant to P.A. 101-0652, any certified **Cultural Competency** training MUST contain training on implicit bias and racial and ethnic sensitivity.

In addition to training specifically covering implicit bias and racial and ethnic sensitivity, a certified **Cultural Competency** training course may also contain any of the following additional **Cultural Competency** Guidelines and would be eligible to comply with the mandate:

- Supervisory Cultural Competency
  - How Changing Demographics Affect Police Services
  - Understanding Cultural Differences within your Agency
  - Elimination of Discriminatory Practices
  - Understanding Generational Differences
  
- First Responder Cultural Competency
  - Language Skills
  - Non-verbal Communication of Different Cultures
  - LGBTQ+ Awareness
  - Understanding Community Perception
  - Implicit Bias
  - Cultural Conflict Recognition
  
- Community Policing
  - Overcoming Bias Against Police
  - Building Trust and Legitimacy within Diverse Communities
  - Problem Solving – Bridging Gaps Between Police and Community
  - History of Racial Profiling
    - Stop Cards

## Key Emergency Medical Response Training and Certification Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Emergency Medical Response Training and Certification** (P.A. 101-652), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains a hands on, performance based skills check of the particular skills covered in the course of any of the following **Emergency Medical Response Training and Certification** Guidelines would be eligible to comply with the mandate:

- How to recognize an emergency and size up the scene
- Activate and work with the emergency medical services (EMS) system
- Legal concepts and considerations
  - For lay responders, including consent and the purpose of Good Samaritan laws
  - Applied to situations that a professional rescuer might encounter
- Standard precautions to take to prevent disease transmission when providing care
- How to check a person who is responsive for life-threatening and non-life-threatening conditions
- How to check an injured or ill person who appears to be unresponsive
- Signs and symptoms of a heart attack, and describe appropriate first aid care for a person who is showing these signs and symptoms
  - Links in the Cardiac Chain of Survival
  - CPR and use of an automated external defibrillator (AED) for a person who is in cardiac arrest
- First aid care for a person who is choking
- Signs and symptoms of shock, and appropriate first aid care for a person who is showing these signs and symptoms
- Signs and symptoms of, and appropriate first aid care for, the following sudden illnesses: breathing emergencies, diabetic emergencies, seizures, fainting and stroke
- How to safely and effectively give ventilations (how to safely and effectively use a bag-valve-mask (BVM) resuscitator with two rescuers)



- Methods used to control external bleeding, including the application of direct pressure and the application of a commercial tourniquet
  - Application of direct pressure to control external bleeding
  - Application of wound packing to control external bleeding
  - Use of a commercial tourniquet and the basic principles of using a tourniquet
  - Application of a tourniquet (commercial and/or improvised) to control external bleeding
- Signs and symptoms of, and appropriate first aid care for, the following injuries: burns; muscle, bone and joint injuries; and head, neck and spinal injuries (including concussion)
- Signs and symptoms of, and appropriate first aid care for, the following environmental injuries and illnesses: heat-related illnesses, cold-related illnesses and poisoning
- Recognizing anaphylaxis
  - Differentiate between a mild allergic and a severe (anaphylactic) reaction
  - Application of the emergency action steps to an anaphylaxis emergency
- Steps for administering and demonstrate how to use an epinephrine auto-injector
  - Maintaining an epinephrine auto-injector
- Strategies for treating wounded responders in threatening environments
- Techniques for dragging and carrying victims to safety

## Key Lead Homicide Investigator In-Service Training Renewal Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of 32 hours of in-service training (20 Ill. Adm. Code 1720.350), the Training Board has outlined the types of in-service training that would meet the requirement.

- Death/Homicide Investigative Techniques  
From basic homicide investigator course to advanced investigative techniques
- Types of Death  
From legal definitions to coroner/medical examiner “manner of death”
- Specific Death/Homicide Investigations  
From traffic accidents to child death to domestically related homicides, etc.
- Crime Profiling  
From victim profiling, VICAP, offender profiling to crime analysis, etc.
- Crime Scene Management  
From securing the scene to documentation to processing, etc.
- Legal issues  
From evidence collection to warrants to interviews, etc.
- Interview & Interrogation  
From basic skills to death notification to ERHI/Miranda, etc.
- Investigative Resources  
From basic records to crime analysis to social media
- Investigative Partnerships  
From coroners to task forces to media relations
- Case Supervision/Management/Court Preparation  
From documentation to case preparation to testimony, etc.
- Victims’ Rights  
From initial contact to family to notifications
- Ethical/Confidentiality Issues  
From security of evidence and case files to texts/photos/social media, etc.

## Key Human Rights Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Human Rights** Training (P.A. 99-352), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Human Rights** Guidelines would be eligible to comply with the mandate:

- Illinois Human Rights Act
  - Protecting Personal Dignity
  - Mental Health Intervention
  - Agency Recruitment/Hiring Policies
  - Protecting Those with Disabilities
  - Crises Intervention
  
- Domestic Violence
  - Orders of Protection
  - Propensity Evidence
  
- Sex Crimes
  - Human Trafficking
  - Sexual Assault
  - Sexual Abuse
  - Propensity Evidence
  - Agency Harassment Policies
  
- Hate Crimes
  - Rights of LGBT
  - Violence based on Race or Religion
  - Violence based upon Nationality
  - Verbal Communication Skills in Foreign Languages
  
- Crimes Against the Elderly
  - Elder Abuse
  - Financial Exploitation
  
- Crimes Against Children
  - Child Pornography
  - Child Exploitation
  - Missing Children
  - Child Abuse

## Key Law Update Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Law Update** Training (P.A. 99-352), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Law Update** Guidelines would be eligible to comply with the mandate:

- Recent Illinois Statutes that affect law enforcement
  - Additions to the Illinois Criminal Code
  - Additions to the Illinois Vehicle Code
  - Changes to the Juvenile Law
  - Police Community Relations Improvement Act
  - Concealed Carry Firearms
  - The Rights of Crime Victims and Witnesses Act
  - Changes to Domestic Violence Act
  - Sexual Assault Incident Procedure Act
  - The Rights of Crime Victims and Witnesses Act
  
- Recent Federal Statutes that affect law enforcement.
  - Changes to Federal Administrative Rules
  
- Recent Federal or State Case law decided that affects law enforcement
  - Constitutional Issues
    - Search and Seizure
    - Exclusionary Rules
    - Right to Counsel
  
- Procedural and substantive legal issues important to patrol officers and investigators
  - Interviews and Interrogations
  - Identification Procedures
  - Propensity Evidence
  - Civil Liability and Qualified Immunity
  
- Recent Federal or State Case law decided that affects law enforcement
  - Search and Seizure
  - Exclusionary Rules
  - Right to Counsel
  
- Impaired & Distracted Driving
  - Medical Marijuana
  - SFST Refresher
  - Advanced Roadside Impaired Driving Enforcement
  - Drug Recognition

## Key Officer Wellness and Mental Health Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Officer Wellness and Mental Health** Training (P.A. 101-0215 and P.A. 101-0652), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Officer Wellness and Mental Health** Guidelines would be eligible to comply with the mandate:

- Mental Health and Suicide Prevention
  - Job Related Stress Management Techniques
  - Recognizing Signs and Symptoms of Work-Related Cumulative Stress
  - Recognition of Other Issues That May Lead to Officer Suicide
  - Solutions for Intervention
  - Peer Support Resources
  
- Financial Wellness
  - Understanding Personal Finances
  - Guidance with Financial Decisions
  - Understanding Savings & Investments
  - Retirement Planning
  - Protecting the Financial Needs of Family Members
  
- Physical Health and Fitness
  - Building Departmental Fitness Programs
  - Fitness Training Programs
  - Proper Nutrition
  - Disease Prevention
  - Importance of Sleep, Hydration, and Supplementation

## Key Procedural Justice Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Procedural Justice** Training (P.A. 99-352), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Procedural Justice** Guidelines would be eligible to comply with the mandate:

- Supervisory Procedural Justice – Fairness and Consistency
  - Leadership Development
  - Effective Supervision
  - Organizational Policy and Oversight
  - Officer Wellness & Safety
  - Recruiting to reflect community diversity
  
- First Responder Procedural Justice – Impartiality
  - Reasonable Use of Force
  - De-escalation Training
  - Crisis Intervention Team Training
  - Verbal and Non-verbal communication
  - Bias Awareness
  - Language and Cultural Responsiveness
  - Trauma and Victim Services
  - Disease of Addiction
  
- Community Relationships – Voice & Transparency
  - Problem Oriented Policing
  - Technology and Social Media
  - Neighborhood Crime Analysis
  - Public Dialog
  - Dispute Resolution
  - Public Perception
  - Building Trust and Legitimacy

## Key Psychology of Domestic Violence Training Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Psychology of Domestic Violence** Training (P.A. 99-810), the Training Board has outlined the types of in-service training that would meet the mandate.

Any Certified training course that contains any of the following **Psychology of Domestic Violence** would be eligible to comply with the mandate:

- Actions of Domestic Violence Abusers
- Actions of Domestic Violence Victims
- Domestic Violence Case Studies
- Domestic Violence Protocols
- Dynamics of Aggressor –Victim Relationships
- Evaluation claims where both parties claim to be victims
- Illinois Statutes related to domestic violence including but not limited to evidence of other domestic violence crimes 725 ILCS 5/115-7.4
- Impact of police failure to respond to domestic violence
- Impact of police response to domestic violence
- Interpretation of injuries
- Long term effects of domestic violence
- No stalking contact orders
- Offender manipulation
- Orders of protection
- Outside resources
- Physical and psychological impact of domestic violence
- Power and control
- Prevention techniques to stop further victimization
- Psychology of domestic violence
- Role of advocates
- Stalking behavior
- Domestic Violence Victim centered investigations

## Key Reporting Child Abuse and Neglect Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Reporting Child Abuse and Neglect** Training (P.A. 101-564), the Training Board has outlined the types of in-service training that would meet the mandate.

Any certified training course that contains any of the following **Reporting Child Abuse and Neglect** Guidelines would be eligible to comply with the mandate:

- Abused and Neglected Child Reporting Act
  - Terms & Definitions
  - Policies and Procedures for investigating-
    - Abuse
    - Endangerment
    - Neglect
  
- Juvenile Court Act
  - Taking into Custody
  - Duties of an Officer
  - Notification of Department of Children and Family Services
  - Mandated Reporters
  - Illinois Child Abuse Hotline
  
- Abduction and AMBER Alert
  - Kidnapping
  - Human Trafficking
  - Unlawful Restraint
  - Child Abduction
  - Luring of a Minor



## Key Sexual Assault/Abuse Investigator Training Guidelines

P.A. 99-0801 amended the Police Training Act and mandated training for all officers and investigators in trauma-informed responses to investigations of sexual assault and sexual abuse crimes. In order to assist law enforcement agencies in accessing in-service **Sexual Assault/Abuse Investigator Training**, the training MUST include, but is not limited to, the following:

- Responding officer duties
- Duties of officer investigating sexual assault/abuse
- Supervisor's duties
- Report writing
- Reporting methods
- Trauma-Informed interviewing techniques
- Evidence Collection (including, but not limited to physical, medical, and computer/electronics)
- Sexual Assault medical forensic examinations
- Offender characteristics
- Suspect interviews
- Suspect forensic exams
- Witness interviews
- Working with victim advocates
- Working with prosecutors
- Victims' rights
- Victim notification
- Consideration for specific populations or communities
- Applicable Illinois sexual assault/abuse laws

Any Certified training course that contains all of the above would be eligible to comply with the mandate. Note, Sexual Assault/Abuse Investigators MUST also attend the Sexual Assault/Abuse Trauma-Informed Response Training.

## Key Sexual Assault/Abuse Trauma-Informed Response Training Guidelines

P.A. 99-0801 amended the Police Training Act and mandated training for all officers and investigators in trauma-informed responses to investigations of sexual assault and sexual abuse crimes. In order to assist law enforcement agencies in accessing in-service **Sexual Assault/Abuse Trauma-Informed Response** Training, the training MUST include, but is not limited to, the following:

- Recognizing the symptoms of Trauma
- Understanding the role trauma has played in the victim's life
- Responding to the needs and concerns of a victim
- Delivering services in a compassionate, sensitive, and nonjudgmental manner
- Trauma-Informed interviewing techniques
- Understanding cultural perceptions and common myths of sexual assault/abuse
- Responding officer duties
- Report writing
- Recognizing special sensitivities of victims due to: age, including those under the age of 13; gender; or other qualifications (P.A. 100-910)
- Applicable Illinois sexual assault/abuse laws

Any Certified training course that contains all of the above would be eligible to comply with the mandate.

## Key Use of Force Guidelines

In order to assist law enforcement agencies in accessing the widest possible variety of in-service mandated **Use of Force** Training, the Training Board has outlined the types of in-service training that would meet the requirement. Officers shall complete 30 hours of training every 3 years, including training in Use of Force. The **Use of Force Training shall include:**

- at least **12 hours of hands-on, scenario-based role-playing**
- at least **6 hours of instruction on use of force techniques, including the use of de-escalation techniques to prevent or reduce the need for force whenever safe and feasible**
- at least **6 hours of training focused on high-risk traffic stops**
- specific training on the law concerning stops, searches, and the use of force under the 4<sup>th</sup> Amendment of the US Constitution (including knowledge of policies and laws regulating the use of force)**
- specific training on officer safety techniques, including cover, concealment, and time**

Any certified training course that contains any of the following **Use of Force** Guidelines would be eligible to comply with the mandate:

➤ Use of Force Law course--the course must include:

Illinois Use of Force Laws 720 ILCS 5/7 et. Seq.

- 5/7-1 Defense of Person
- 5/7-2 Defense of Dwelling
- 5/7-3 Defense of Other Property
- 5/7-4 When the justified Use of Force in 7-1, 7-2, and 7-3 is Not Available
- 5/7-5 In Making an Arrest (Peace Officer)
- 5/7-5.5 Prohibited Use of Force by Peace Officer
- 5/7-6 Private Person in Making an Arrest
- 5/7-8 What is Deadly Force
- 5/7-9 Prevention of Escape
- 5/7-15 Duty to Render Aid
- 5/7-16 Duty to Intervene

Protections of the U.S. Constitution (specifically the 4<sup>th</sup> and 8<sup>th</sup> Amendments)

- Reasonable Use of Force (both at time of the arrest and once arrestee is in custody)
- Due Process
- Investigative (Terry) Stops
- Search warrants

Ethical Issues

- Excessive Use of Force
- Civil Liability

➤ High-Risk Traffic Stops course—at least 6 hours and the course must include:

- Traffic Stop considerations
- Vehicle Tactics
- Officer safety techniques (including cover/concealment utilization)

➤ Use of Force/De-Escalation Techniques course--at least 6 hours

Lethal and Non-Lethal Force

Active Shooter

Firearms Training

Officer Involved Shootings

Simulation Training

Electro-Muscular Disruption

OC Spray

PPCT

Concealed Carry (retired officers and civilians)

De-escalation Training



# Illinois Law Enforcement Training and Standards Board

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## In-Service Training Mandates -- Effective July 1, 2022

### **Annually** (no minimum hours assigned to annual mandates)

- Crisis intervention training
- Emergency medical response training and certification
- Law updates
- Officer wellness and mental health
- Firearms Restraining Order Act (Certificate Required)
- Firearms Qualification

### **Every 3-years** (30-hours of training - minimum)

- Sexual Assault /Trauma informed response (**all police officers**)
- Constitutional and proper use of law enforcement authority
- Cultural competency (including implicit bias along with ethnic & racial sensitivity training)
- Civil rights
- Human rights
- Procedural justice
- Reporting child abuse and neglect
- Sexual Assault/Abuse Investigator Training (for those who investigate sexual assault crimes)
- Use of Force - At least **12-hours** of hands-on, scenario-based role-playing.)
  - At least *6-hours* of instruction on use of force techniques, including the use of de-escalation techniques to prevent or reduce the need for force whenever safe and feasible or when force must be used, to use force that is objectively reasonable, necessary, and proportional under the totality of the circumstances; and to ensure appropriate supervision and accountability
  - At least *6-hours* of training focused on high-risk traffic stops
  - Specific training on officer safety techniques, including cover, concealment, and time
  - Specific training on the law concerning stops, searches and use of force under the Fourth Amendment to the United States Constitution

(the scenario-based hours can be done in any of the aforementioned areas of education & training under Use of Force and are not specific to the '6 & 6' areas only)

### **Every 5-years** (no minimum hours assigned)

- Psychology of Domestic Violence