



Palomar College Police Academy

Police Academy Training

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There is no question that recent events and the unlawful deaths of Eric Garner in New York City, Borough of Staten Island, George Floyd in Minneapolis, Minnesota, and Rayshard Brooks in Atlanta, Georgia, will change the face and practices of law enforcement forever. At the national and local levels, monitoring and accountability will become the new tools to ensure proper effective policing in all communities regardless of race, gender, religion, wealth, or location. Unfortunately, it took these acts by rogue members of law enforcement to incite a national response of protest demanding change to policing. **A change long overdue!**

These unwarranted police tactics and actions have led Palomar College Police Academy to ban all forms of training on the use of the carotid restraint (choke hold). A decision accepted, received, and supported by executive and senior management. Now followed and implemented by POST.

1. Our Police Academy totals 1,159 hours of training in a calendar year, beginning the first week of January and completing in December.
2. There are three Modules of training mandated by our accrediting agency, the Commission on Peace Officer Standards and Training (POST).

Module III (9 weeks)
 AJ 93 – Spring semester (8 units)

Module II (15 weeks)
 AJ 94A – Spring semester (7 units)
 AJ 94B – Summer semester (7 units)

Module I (24 weeks)
 AJ 95A – Summer semester (8.5 units)
 AJ 95B – Fall semester (13 units)

3. We exceed each training subject offered in the POST curriculum that addresses issues of diversity and anti-racist practices. In 2021, we will add another 8-10 hours of training in these subject areas.

Learning Domain	Topic	POST Required Hours	Academy Hours
→ 03	Principled Policing in the Community	18	20
→ 15	Laws of Arrest	12	17
→ 20	Use of Force/De-escalation	14	20
→ 42	Cultural Diversity/Discrimination	16	24



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Informational

1. Effective January 2021, a component of the Palomar College Police Academy Orientation Course will now include a cultural diversity exercise as part of the requirement for eligibility to enter the academy. Introducing the recruit at an early stage to systemic racism is both a theoretical concept and a reality in social institutions, social structures, and social relations as they relate to law enforcement practices. Recognizing and understanding the problem becomes a deterrent to prejudicial and corrupt behavior.
2. Our recruits will now receive vital training consistent with other police academies in our geographical boundaries. **We have formed a consortium among our local community college partners** , where diversity training will be paralleled in San Diego County, and conform to POST standards in the State of California.
3. Furthermore, specific to Learning Domain Workbook 42 (Cultural Diversity/Discrimination) additional training hours are now included above and beyond the POST mandated hourly requirements.
4. All future academy classes will include a town hall discussion that will include panel members of various racial, cultural, and gender groups that have faced discrimination, and who have varying experiences interacting with law enforcement. Other panel members will include local public safety officers offering their perspective as it relates to community policing. These panel members will engage in discussions with the police academy class about discrimination, biases, racism, and law enforcement perceptions. The discussion will allow for the students to ask questions of the panel members and discuss viable solutions for improving race relations between law enforcement and the community.
5. We will continue our communication with our advisory board, local law enforcement agencies and POST, to develop and implement new training curriculum for our county mental health workers, social workers and law enforcement to deal with responding to critical incidents of diversity and mental health. We will focus on reducing police presence and introduce alternative solutions for handling such investigations. This training will also be added to our platform of advanced officer training courses.
6. Cultural Diversity training remains critical and an important priority so we will partner with the Simon Wiesenthal Museum of Tolerance in Los Angeles, California, to offer a variety of Tools for Tolerance programs designed for the police academies and all other levels of law enforcement personnel.

“Success isn’t always about greatness. It’s about consistency. Consistent hard work gains success. Greatness will come.”