

POLICE PERPETRATED / OFFICER INVOLVED DOMESTIC VIOLENCE (“PP/OIDV”) & or (“PPDV”)

MODEL POLICY AND GUIDANCE

EXECUTIVE SUMMARY

This Model Policy and Guidance (the “Policy”, or the “Model Policy”) recognizes that some law enforcement officers commit acts of domestic violence as that term is defined in the applicable statutes in the relevant jurisdiction. Effective law enforcement is predicated on maintaining the integrity of the law enforcement profession and recognizes that the community’s trust in their law enforcement agency is a critical requirement in maintaining that integrity and ensuring that public trust. Building and maintaining a culture around a set of uniform procedures applicable to situations where an officer commits domestic violence will provide that confidence and maintain that public trust. If the agency’s culture is not aligned with and committed to the policies and procedures outlined in this Model Policy, the effort will be for naught. Culture will always eat policy. Police Perpetrated/Officer Involved Domestic Violence (PP/OIDV) presents unique and heightened risks due to access to weapons, training, authority, and cultural and institutional dynamics. This Policy establishes a structured approach with uniform, enforceable, victim-centered procedures and standards designed to prevent harm, ensure accountability, and promote public trust. It is intended for mandatory adoption by law enforcement agencies of all manner – small, mid-sized and large whether federal, state, local, university, or tribal. It is the intention of this Policy to apply to detention/jail deputies and patrol officers/deputies as well. It is intended to govern the behavior at all levels from the newest recruit trainee to the Chief/Sheriff. It is also the intention of this Model Policy to apply both sworn and civilian employees of any such law enforcement and or detention agencies. It is understood and accepted that “one size will not fit all”, that is, that this Policy will necessarily need to be modified to suit the particular circumstances of each individual law enforcement agency (“LEA”). An agency with 5,000 sworn officers/deputies will have more resources available to adopt all of the provisions of the Policy than an agency with 5 sworn officers or deputies would. It is expected that agencies will and can enter into agreement with neighboring and or state LE agencies under memoranda of understanding (“MOUs”) whereby they might pool resources to accomplish collaboratively what they might not be able to accomplish individually.

I. PURPOSE

We cannot tolerate the criminal abuse of others by law enforcement officers whom we authorize to enforce those same laws. Tolerating any such abuse knowingly erodes public trust and confidence in our law enforcement agencies and erodes the integrity of any such agencies. This policy establishes a structured response with uniform, mandatory procedures for preventing, identifying, and responding to PP/OIDV to ensure victim safety, officer accountability, and public trust. The preservation of victim safety is expressly the paramount concern underpinning this Policy.

II. POLICY STATEMENT

The law enforcement agency adopts a zero-tolerance stance toward PP/OIDV. It is understood that “zero-tolerance” is a problematic phrase. That said, this Policy understands that not all acts alleged to constitute domestic violence (“DV”) are of the same gravity nor do they necessarily justify an overly harsh response. The mere allegation of a misdemeanor DV offense and a substantiated felony strangulation case are not the same. Some discretion must be preserved. It is the intent of this Policy however, to replace discretion with mandatory, structural requirements when, where and as it is sensible. That said, for too long, in too many cases, when left to their own discretion, too many decisions by supervisors and command staff have resulted in little or no accountability attaching for even serious acts of PPDV. Consequently, any credible allegation shall trigger mandatory protective, investigative, and administrative actions. A tiered approach will be utilized in all cases. A tiered approach will provide predictability and scalability allowing responses, including but not limited to discipline, to be proportionate to the offense.

Victim safety shall be the primary consideration in all decisions. Law enforcement officers (“LEOs”) are entitled to due process rights as are all citizens. The constitutional and due process rights of LEOs shall be respected throughout any and all investigations of PPDV. This Policy shall be distributed to all employees of the LEA as well as the spouses or intimate partners of all sworn LEA employees upon hire. This Policy shall be conspicuously posted, promoted and otherwise made available to the public. The Policy will be periodically addressed at in-service trainings and shift briefings/roll calls not less than annually. As laws, statutes and technology evolve and or are revised, this Policy shall also be revised accordingly from time to time.

III. LEGAL FRAMEWORK

This policy is grounded in applicable federal and state laws, including but not limited to firearm prohibitions, victim protection statutes, and civil rights obligations. LEAs shall ensure compliance with all relevant legal mandates.

IV. DEFINITIONS

PP/OIDV includes any use of physical violence, coercive control, threats, stalking, harassment, intimidation, or misuse of law enforcement authority by a sworn or civilian member against an intimate partner or family/household member.

Police Perpetrated/Officer-Involved Domestic Violence (PP/OIDV)

Any act, attempted act, or threat of violence, coercion, control, or abuse committed by a LEA member against a domestic partner, as defined below, whether occurring on-duty or off-duty, in or out of jurisdiction.

PP/OIDV includes, but is not limited to:

- Physical violence or attempted physical violence
- Non-fatal strangulation
- Threats of harm or intimidation
- Coercive control, including isolation, surveillance, or domination
- Stalking or harassment
- Sexual assault or coercion
- Interference with reporting or access to assistance

For the purposes of administering this Model Policy, PP/OIDV applies regardless of whether:

- An arrest is made
 - Criminal charges are filed
 - The conduct occurs within the LEA's jurisdiction
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LEA Member

Any sworn officer, reserve officer, trainee, or civilian employee of the LEA whether full-time, part-time, or volunteer.

Domestic Partner

Any person who is:

- A current or former spouse
 - A current or former intimate partner or dating partner
 - A cohabitant or former cohabitant
 - A co-parent or person with whom the member shares a child
 - Any person similarly situated under applicable state domestic violence law
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Domestic Violence

Conduct meeting the definition of domestic violence under applicable state law, as well as any conduct that would constitute domestic violence if committed within the jurisdiction, regardless of where the conduct occurred.

Coercive Control

A pattern of behavior intended to dominate, isolate, intimidate, or control a domestic partner. This includes, but is not limited to:

- Monitoring movements, communications, or associations
 - Restricting access to finances, transportation, or communication
 - Threats to harm the victim, children, pets, or self
 - Abuse of authority, including use or threatened use of law enforcement powers
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Credible Allegation

Information that, considering the totality of the circumstances, would lead a reasonable supervisor to believe that misconduct may have occurred and requires further inquiry or protective action.

A credible allegation may be based on:

- Victim or witness statements
- Physical evidence or injury
- Digital communications or recordings
- Protective orders or court records
- Corroborated third-party reports

A credible allegation does not require probable cause or proof beyond a reasonable doubt. A preponderance of the evidence standard shall be a sufficient basis on which to commence an inquiry.

Protective Order

Any injunction, restraining order, no-contact order, or similar court, or LEA issued order issued to prevent contact, harassment, or violence, including temporary, emergency, or final orders, whether issued in-state or out-of-state. This includes orders that are either civil or criminal. It is also intended that no contact orders (“NCOs”), or their functional equivalent, (however denominated) issued by the LEA shall be included with this definition.

Firearm

Any weapon defined as a firearm under federal or state law, including LEA-issued and personally owned firearms, as well as any ammunition.

Use of Official Authority

Any use, attempted use, or threatened use of law enforcement status, authority, credentials, access to information systems, or LEA resources to:

- Influence, intimidate, or control a domestic partner
- Interfere with reporting, investigation, or prosecution

- Gain access to restricted information including but not limited to CAD/RMS data (“Computer Aided Dispatch”/“Records Management Systems”) about a partner and/or their associates.
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Reporting Party

Any person who provides information regarding possible PP/OIDV, including:

- The victim
 - A LEA member
 - A third party or witness
 - Another agency
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Supervisor

Any LEA member with authority to direct, evaluate, or discipline other members, including acting supervisors.

Administrative Investigation

An internal investigation conducted by the LEA to determine whether a member violated policy, independent of any criminal investigation.

Criminal Investigation

An investigation conducted by a law enforcement agency to determine whether a criminal offense has been committed.

V. PRE-HIRE SCREENING AND RECRUITMENT

This Policy understands that preventing the admission of people likely to commit acts of DV as LE officers/deputies into the ranks in the first place, is the single best way to avoid the harms that flow from PP/OIDV. In order to prevent such people from becoming officers/deputies, LEAs shall:

1. Conduct thorough background investigations of all potential new employees to determine if there is a history of committing acts of domestic violence, sexual assault/abuse, stalking, elder abuse, animal abuse, and/or child abuse. Non-sworn positions shall undergo rigorous background investigations.
2. Utilize applications for employment which shall include no fewer than ten (10) questions designed to probe prior course of conduct regarding DV, sexual abuse (“SA”), stalking, or any other related acts of prior abuse. Questions should be comprehensive and include behavior-based screening for any history or pattern of domestic violence, including but not limited to allegations (whether sustained or not) of any

DV behavior, criminal convictions, civil protective orders, prior complaints, and intimate partner interviews. The Policy recognizes that the more questions a LEA asks, the more that agency is demonstrating its commitment to making the prevention of PPDV a priority.

3. Ensure that all candidates shall be interviewed about any history of acts of domestic violence, sexual assault, stalking, elder abuse, animal abuse and/or child abuse and past or present restraining orders and their disposition.
4. Ensure that candidate's family members shall also be interviewed separately from the candidate.
5. Ensure that background examinations for all applicants shall include queries in any and all jurisdictions the applicant has ever lived. For e.g., if the applicant served in any branch of the armed services, every jurisdiction in every location they were ever posted or deployed must be queried.
6. Ensure that those candidates with a history of perpetrating acts of domestic violence, sexual assault, stalking, elder abuse and/or child abuse shall be screened out at this point in the hiring process.
7. Background investigations shall be conducted consistent with best practices established by state POST (or equivalent) standards, the International Association of Chiefs of Police (IACP), and nationally recognized professional background screening guidelines.
8. The current best practices for psychological evaluations shall be used to screen for overly aggressive personality profiles.

VI. IMMEDIATE RESPONSE PROTOCOL

Upon any report or allegation of an act of PP/OIDV:

1. A supervisor of higher rank shall respond to the scene. If possible, this supervisor should not be the direct supervisor of the reportedly involved member, notwithstanding that the preference is for a different agency to be primarily responsible for the investigation.
2. Communications Protocols.
 - A. Identify & Flag: Immediately flag the call in the CAD) system as "PP/OIDV - HIGH PRIORITY". The chief executive of the LEA shall receive immediate notice of all such calls recognizing that the potential for such calls to become critical incidents is elevated.
 - Immediate Recording Security: Notify the Recording Unit Supervisor or the CAD Administrator to immediately archive all recorded telephone lines and radio channels associated with the call.
 - Prevent Automatic Deletion: Ensure the system's standard automatic purge, if any, (e.g., 6 months to 1 year) is overridden for this incident.
 - Document All Actions: Log every action taken by dispatchers in the CAD system, including times of calls, dispatch times, and any personnel notified.
 - Audio Recordings: All 911 audio recordings and radio traffic associated with a PP/OIDV incident shall be retained permanently, or at minimum for the duration of any criminal, civil,

administrative, certification, employment, or pension-related proceedings, plus not less than 10 years.

- CAD Records/Logs: All CAD incident reports, incident logs, and CAD-to-CAD communications shall be preserved permanently.
3. A command staff level officer with enhanced training on best practices DV investigation techniques including, “trauma-informed” training shall be assigned to personally review every element of the investigation from first call response to case closure.
 - This command staff officer shall designate a primary contact at the LEA for the victim to communicate with, subject to the victim’s willingness to do so with the contact, on all matters concerning their case. The command staff officer shall designate a LEA employee trained on best practices of DV investigations, policies and procedures who can act as the victim’s LEA guide and be available to respond to questions from the victim. This contact shall not be the lead investigator on the case. The LEA contact shall provide the victim with someone familiar with the case to call at all hours with any emergency concerns – not 911.
 - The primary contact shall keep the victim apprised of all case developments, assist the victim with safety planning and assure that the Chief/Sheriff is made aware of the status of the case.
 4. The LEA shall use its best efforts to provide the victim with the name and contact information for a professional, independent, experienced, and confidential domestic violence advocate and shall use best efforts to ensure that the independent advocate meets with the victim directly within 12 hours of the first response. It is preferred that an independent advocate respond to the scene as soon as the scene is secured if at all feasible.
 5. The accused officer shall be:
 - Immediately relieved of duty
 - Placed on administrative leave
 - Immediately denied access to all LE facilities, technology, databases, communications. It is well known that PP/OIDV offenders will access any and all tools available to them to further coerce, control, harass, threaten and stalk their victims. They are known to impress their fellow officers/deputies into service for them even when they are denied access and any efforts to do so much be reported to the applicable supervisor. This is a point of enhanced danger to victims and victim safety at this critical juncture is of extreme importance.
 6. All firearms (duty and personal) shall be seized immediately subject to applicable laws.
 7. A minimum of two officers shall handle the response to the scene
 8. Body-worn cameras, if any, shall be activated and remain active.
 9. A series of regular follow-up contacts, in person and otherwise shall be implemented irrespective of whether or not the initial call response resulted in an arrest. This policy recognizes that every sworn LEO has access to firearms and upon even a mere allegation of PPDV wrongdoing, the threat level and risk to the victim is greatly enhanced. Additionally, this Policy recognizes that many if not all victims of PPDV are reluctant to report for fear of further endangering themselves or otherwise not having their concerns addressed fairly and fully. Consequently, it is incumbent on LEAs to fill that risk gap by engaging in an ongoing series of check-ins and follow-ups with all victims of alleged PPDV on a regular basis.
 - The command staff contact shall arrange personal visits with the victim on 12, 24, 48, 72 hour increments. Thereafter, weekly meetings shall take place. If the victim cannot or will not participate in such meetings in person, the command staff contact must endeavor to conduct such meetings remotely by phone or Zoom, etc. where feasible. The victim knows best when they are at risk and their preferences must be paramount. Regular check-ins are an important part of preventing violence from escalating.

10. Directed patrols and welfare checks should be made by patrol officers/deputies whenever feasible but shall be subject to the victim's prior approval. If the on-scene responding LEOs do not arrest a LEO alleged to have engaged in an act of PPDV, the supervisor on scene must provide a written report for the case file explaining why an arrest was not made. No arrest does not mean no risk. Follow-up visits and check-ins are of vital importance, and the threat level remains high.
 11. The same protocols and standards shall apply if the suspected LEO works for another agency or if the suspect is the superior of the responding LEOs in the same agency.
 12. If the allegation of an act(s) of PPDV involves the Chief or Sheriff, or other LEA head, then immediate notification must be made to that person's employing entity authority or in the case of a Sheriff, the county's prosecutor.
 13. The LEO with lead responsibility on the investigation shall schedule an after-action review with all responding LEOs, including command staff, supervisors, and the presiding prosecutor's office to review the case at the soonest possible time after the initial call response but not more than 72 hours after the first call is cleared. These cases remain potential critical incidents and appropriate interventions may well prevent a homicide.
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VII. FIREARMS PROHIBITION

1. All firearms and gun permits shall be seized upon:
 - Credible allegation
 - Protective order
 - Arrest or arrest warrant issuance
 2. Firearms shall not be returned without judicial authorization and prosecutorial review.
 3. Off-duty carry is prohibited during investigation.
 4. To the extent applicable under all applicable state and federal laws, all firearms the subject may own or possess must be seized.
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VIII. INVESTIGATION PROTOCOL

Criminal Investigation

- To avoid any conflicts of interest or even the appearance of a conflict of interest, criminal investigations of alleged acts of PPDV shall be conducted by an external law enforcement agency or the applicable state's attorney/district attorney's office pursuant to an MOU entered into by each LEA and either a neighboring LEA, a state level LEA or the office of the applicable prosecutorial authority. The decision to charge an alleged PPDV offender should not be made by the offender's own LEA personnel. Any decision not to charge must be described in detail in writing justifying why any such decision was made.
- A victim's choice not to participate in the investigation shall not signal the end of the investigation. The investigation shall be conducted and structured in a way that assumes a victim will NOT want to participate in the investigation or future legal proceedings.

Administrative Investigation

- Conducted internally but reviewed by either the applicable civilian review board, if any, or the applicable state's law enforcement standards and training body or both.

Parallel Investigations

- Criminal and administrative investigations shall proceed simultaneously. All measures required to ensure all Constitutional rights (Garrity, etc.) of the officer/deputy shall be preserved and protected.

IX. VICTIM PROTECTION AND SUPPORT

1. A trained, independent, confidential victim liaison shall be assigned within 12 hours.
 2. Mandatory services include:
 - Safety planning with a priority placed on victim control and confidentiality at all times.
 - Confidentiality of all communications shall be maintained.
 - Ongoing case updates.
 3. Lethality assessments shall be conducted at initial response and administered again, in the event additional PP/OIDV incidents take place.
 4. The LEA shall provide protective measures, including directed patrol and relocation assistance where appropriate and subject however to the victim's consent.
 5. A command staff primary contact shall be designated for victim's use as noted in Section V above.
 6. It must be noted that even if a PPDV offender is suspended and or later fired, the risk to the victim not only remains but may be escalated. LEAs have a continuing duty to do all that they can reasonably to work with victim's advocates and other members of the criminal justice community to ensure victim safety on an ongoing basis.
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X. ANTI-RETALIATION

1. Any intimidation, harassment, or retaliation shall result in immediate disciplinary action including potential termination.
 2. Allegations of retaliation shall be investigated as separate violations by the local state's attorney/district attorney's office.
 3. It is acknowledged that some offenders will do via third parties what they cannot do themselves. Impressing ones fellow officers/deputies to harass, stalk, or intimidate a victim, which will result in all parties facing discipline including possible termination.
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XI. MISUSE OF AUTHORITY

All LEA employees, sworn and/or civilian are prohibited from using law enforcement databases, equipment, or authority for personal or domestic purposes. Violations shall result in termination and potential criminal referral.

XII. EARLY WARNING SYSTEM

The LEA shall maintain a data-driven early intervention system identifying risk indicators including:

- Excessive or increased use-of-force patterns.
- Citizen complaints of unjustified displays/acts of aggression or verbal abuse.
- Substance abuse of any kind.
- Commission of other, concurrent-criminal actions.
- Behavioral concerns. Mood swings.
- Excessive avoidable car accidents.
- Excessive tardiness.
- Stalking or inappropriate surveillance activities.
- Unusually high number of physical and or verbal altercations.
- Unexplained injuries.
- Unusual changes in appearance, grooming.

Supervisors shall intervene and document all actions. Failure to document observed behavioral issues will subject the observer to discipline which may include termination and/or criminal charges if the failure to report is knowing and intended in any way to avoid, delay, hinder or obstruct an investigation.

XIII. REPORTING REQUIREMENTS

1. All members – sworn and civilian - shall report suspected acts of PPDV to their supervisor, or a designated outside agency pursuant to a MOU or other equivalent agreement with another LEA if any such MOU or agreement is in place, or a state's/district attorney's office, within 24 hours of coming into possession of the knowledge of any such acts of PPDV.
2. Failure to report shall result in discipline up to termination and may subject the person failing to report to criminal prosecution. Turning a blind eye or otherwise responding passively to acts of domestic violence will not be tolerated.
3. All LEA employees, sworn and civilian must immediately report:
 - A. Any arrest in any jurisdiction on or off duty for a DV charge;
 - B. Any protective or restraining order issued involving the employee regardless of jurisdiction;
 - C. Any credible allegation of DV regardless of jurisdiction made against the employee. Any sworn employee who obtains knowledge that they are the subject of a criminal investigation by any LEA in any jurisdiction or learns that they are subject to a restraining order in connection with any alleged act of DV/SA or stalking, etc. must report any such fact to their supervisor within 24 hours of obtaining that knowledge. Failure to so report shall subject the subject to discipline including termination and or the referral of criminal charges.
4. All employees must cooperate fully with any investigations – internal or criminal – of suspected PPDV subject to due process rights of involved parties.
5. Any employee of a LEA who is a victim of PPDV shall not be subject to discipline, termination or criminal referral for failure to report their own victim status.

XIV. DISCIPLINE

1. Sustained findings shall result in LEA response in accordance with the tiered schedule set forth immediately below:

TIER 1 — Technical / Low-Level Misconduct

Examples

- Verbal argument without threats or violence.
- Non-criminal but inappropriate off-duty conduct arising from a domestic dispute.
- Failure to timely notify the agency of police contact.
- Minor discourtesy or emotionally immature behavior.
- Isolated non-threatening harassment texts.
- Violation of internal reporting rules without underlying violence.

Typical Characteristics

- No injury.
- No credible threat.
- No coercive control pattern.
- No prior history.
- High cooperation and accountability.
- Low future risk.

Suggested Discipline Range

- Counseling memo.
- Written reprimand.
- Mandatory behavioral coaching.
- EAP referral.
- Anger management or communication training.
- Supervisory monitoring for 6–12 months.

Employment Consequences

- Generally retained.
- Promotion delay possible.
- No specialized assignments temporarily.
- Take home car privileges may be suspended.

TIER 2 — Moderate / Concerning Conduct

Examples

- Misdemeanor DV involving minor physical contact without injury.
- Shoving, grabbing, blocking exits.
- Property damage during domestic argument.

- Credible verbal intimidation.
- Repeated verbal abuse with escalating pattern.
- First-time protection order violation without violence.
- Alcohol-related domestic disturbance.

Typical Characteristics

- Some evidence of intimidation or coercion.
- Physicality present but limited.
- Elevated concern for escalation.
- Possible impaired judgment.
- Victim fears are present but limited serious injury risk.

Suggested Discipline Range

- Suspension without pay (5–30 days).
- Mandatory DV/ batterer-intervention program.
- Psychological fitness-for-duty evaluation.
- Temporary firearm removal where lawful.
- Loss of take-home vehicle.
- Transfer out of specialized units.
- Mandatory last-chance agreement.

Employment Consequences

- Retained only with strict conditions.
- Ineligible for promotion for 1–3 years.
- Close supervisory review.
- Repeated behavior escalates automatically to higher tier.

TIER 3 — Serious / High-Risk Conduct

Examples

- Assault causing injury.
- Repeated domestic incidents.
- Violating protection orders.
- Threats involving weapons.
- Coercive control pattern.
- Stalking behavior.
- Witness intimidation.
- Attempting to misuse police status during incident.
- Lying during internal investigation.

Typical Characteristics

- Significant victim fear.
- Pattern of escalating behavior.

- Abuse of authority concerns.
- High liability exposure for agency.
- Elevated lethality indicators.

Suggested Discipline Range

- Long suspension.
- Demotion.
- Removal from all enforcement duties.
- Administrative reassignment pending adjudication.
- Mandatory surrender of agency weapons.
- Decertification referral where applicable.
- Final warning / last-chance status.

Employment Consequences

- Presumptive termination category.
- Retention only under extraordinary mitigating circumstances.
- Permanent removal from supervisory or public-contact roles possible.

TIER 4 — Extreme / Disqualifying Conduct

Examples

- Felony DV conviction.
- Serious bodily injury.
- Use or threatened use of firearm.
- Sexual assault in domestic setting.
- Kidnapping or false imprisonment.
- Strangulation allegations supported by evidence.
- Credible homicide threats.
- Violent protection order violations.
- Abuse involving children present.
- Retaliation against victim through police systems.
- Evidence tampering or witness coercion.

Typical Characteristics

- Extreme danger to victim.
- Severe abuse of public trust.
- Clear unfitness for law enforcement.
- Major agency liability and integrity concerns.

Suggested Discipline

- Immediate termination.
- Decertification referral.
- Criminal prosecution cooperation.

- Brady/Giglio disclosure review.
 - Permanent ineligibility for rehire.
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Aggravating Factors

These factors move discipline upward regardless of tier:

- Prior OIDV history.
 - Pattern of coercive control.
 - Strangulation.
 - Presence of children.
 - Weapon involvement.
 - Misuse of badge or authority.
 - Victim intimidation.
 - Violation of court orders.
 - Dishonesty during investigation.
 - Supervisor rank.
 - On-duty misconduct.
 - Substance abuse combined with violence.
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Mitigating Factors

These factors may justify downward adjustment *only where victim safety permits*:

- No prior history.
- Immediate accountability.
- Genuine remorse.
- Early voluntary treatment.
- Strong evidence incident was isolated.
- Cooperation with investigation.
- Long positive service history.
- No injury and low lethality risk.

Administrative findings may be based on a preponderance of evidence.

2. No LEO who has been suspended during the investigation – internal and or criminal – of a PPDV offense, shall be returned to duty unless and until a professional psychological fitness for duty examination has been performed consistent with then current best practices in that profession.
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XV. TRAINING

In honor of HCSO Deputy Abigail Rose Bieber E.O.W. January 29, 2022

Mandatory annual PPDV training shall:

- Include PP/OIDV course of conduct dynamics and behavioral patterns
 - Utilize a trauma-informed approach
 - Address lethality indicators
 - Be administered to new recruits, at in-service trainings and roll-call presentations.
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- This Policy recognizes that it is of particular importance to ensure that all FTOs receive additional training in consideration of the important role they play in shaping new officer/deputy behavior. FTOs must exhibit the very best of best practices, trauma-informed approaches to responding to and investigating DV incidents.
 - Officers/Deputies at all levels and all ranks must receive the same training(s).
 - This Policy recognizes that LE communications professionals – call takers and dispatchers alike all play a vital role in ensuring that DV calls are treated as the critical incidents that they are. They must receive the same training as well.
 - All such calls for service involving PPDV must be treated as critical incidents, be reported immediately to the LEA head and be given priority status. All records and documentation of all calls relating to the PPDV call for service shall be preserved.
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XVI. DATA COLLECTION, TRANSPARENCY, AND ACCOUNTABILITY

1. The LEA shall collect, maintain and publish comprehensive data on all PP/OIDV allegations, investigations, and outcomes.
 2. Annual public reports shall include:
 - Number of allegations
 - Disposition of cases
 - Disciplinary actions
 3. Independent audits shall be conducted annually.
 4. Any and all reports, audits and data shall be made readily available to the public.
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XVII. IMPLEMENTATION GUIDANCE

Agencies adopting this policy should:

- Establish partnerships with victim advocacy organizations
- Establish partnerships with animal control agencies as a linkage between DV offenders and animal abusers is well-known. Open channels of communication between animal control officers and LEAs may well prevent serious harm from taking place.
- Ensure independent oversight mechanisms are in place.
- Provide sufficient resources for training and compliance.
- Conduct periodic policy reviews and updates.

- All LEAs shall implement the IACP's free Agency Self-Assessment readily available on their website or at this link: <https://www.theiacp.org/GBVAssessments>
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CONCLUSION

Effective response to PP/OIDV requires clear mandates, independent oversight, and unwavering commitment to victim safety. This model policy provides a framework for agencies to meet that responsibility.

Guiding Principles (Operational)

Culture & Conduct

- What is tolerated becomes the standard or said differently,
- You promote what you abide.
- Culture eats policy. If we want to make this work, we have to all be on board

Accountability

- If it isn't enforced, it isn't policy.
- What gets measured gets managed.
- Accountability delayed is accountability denied.

Transparency & Reporting

- When in doubt, document.
- If it's not written down, it didn't happen.
- Sunlight is the best disinfectant.
- Silence is a decision.

Implementation

- The perfect is the enemy of good.