



De-Escalation	Related Policies:
<p><i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this agency for non-judicial administrative action in accordance with the laws governing employee discipline.</i></p>	
Applicable Illinois Statutes:	
CALEA Standard:	
Date Implemented:	Review Date:

- I. **Purpose:** The purpose of this policy is to provide law enforcement officers with guidelines on the mindset of de-escalation as it relates to all interactions that an officer may have.
- II. **Policy:** It is the policy of this law enforcement agency to use de-escalation skills, techniques, and tactics in all law enforcement operations, where doing so does not compromise the safety of officers, other persons, or where there is danger of significant property damage.
- III. **Definitions:**
 - A. **De-Escalation:** The mindset whereby officers, through tactics create a safe environment so that communication and the art of persuasion may be used to elongate time and minimize the need for physical force.
- IV. **Procedure:**
 - A. First Consideration in any event is to consider whether Immediate Intervention or Action is Necessary.
 - B. Officers should treat every contact as an opportunity to show professionalism and care for the persons they serve.
 - C. When time and circumstances reasonably permit, officers shall consider whether a subject's lack of compliance is a deliberate attempt to resist or an inability to comply based on factors including, but not limited to:
 - a. Medical conditions
 - b. Mental impairment
 - c. Developmental disability

- d. Physical limitation (deafness, mobility, blind etc.)
 - e. Language barrier
 - f. Cultural Barrier
 - g. Situational Stress
 - h. Drug interaction
 - i. Behavioral crisis
- D. Tactical Options for Mitigating the Immediacy of Threat include:**
- a. Officer should always consider safe positioning.
 - b. Placing barriers between an uncooperative subject and an officer.
 - c. Pre- Plan Escape Route.
 - d. Calling for additional resources, including specialty units.
 - e. Containing a threat.
 - f. Moving from a position that exposes officers to potential threats to a safer position.
 - g. Creating distance to include retreating to a safer distance.
 - h. Cover.
 - i. Concealment.
 - j. Less-Lethal Options.
 - k. Short-term disengagement to elongate time for observation and planning.
 - l. Complete disengagement due to no law enforcement necessity.
- E. Officer Conduct**
- a. Calm Appearance: Calm is Contagious. (Body-Language and Demeanor)
 - b. Non-Threatening.
 - c. Avoid yelling and profanity.
 - d. Don't invade personal space unless necessary to protect an officer or others.
 - e. Don't bluff with a threat that the officer lacks the authority or would not be justified in carrying out.
 - f. Maintain Personal Self-Control-Do not act out of emotion.
 - g. Allow subject the opportunity to speak and tell their story.
 - h. Consider any available steps that would not compromise law enforcement safety or priorities but would elongate time.
- F. Communication from a safe position intended to gain the subject's compliance, using:**
- a. Introduce Yourself.
 - b. Communicate with Empathy.

- c.** Active Listening.
- d.** Verbal persuasion.
- e.** Building Rapport.
- f.** Allowing Subject time to Vent Frustration.
- g.** Advisements.
- h.** Warnings
- i.** Try to determine cause of agitation and remove or distract the subject from the cause.