Class Duration: 8 hours
Instructor(s): Nick Neisius

Statement of Purpose
This course teaches policing approaches that emphasize respect, listening, neutrality and trust (Procedural Justice), while also addressing the common implicit biases that can be barriers to these approaches (Implicit Bias). Law enforcement can improve trust and relationships between law enforcement agencies and their communities by using these principles to evaluate their policies, procedures and training within their department. In addition, developing an understanding of these two concepts will enable law enforcement to improve safety and wellbeing for the public and law enforcement officers alike.

Learning Objectives

Module 1: Procedural Justice, Police Legitimacy and Implicit Bias

Learning Objective: Upon completion of this module, students will be able to:
1. Define procedural justice
2. Define police legitimacy
3. Explain how procedural justice leads to greater police legitimacy
4. Explain how these concepts relate to addressing crime

Module 2: Expectations and Legitimacy

Learning Objective: Upon completion of this module, students will be able to:
1. Compare and contrast citizen and law enforcement expectations
2. Understand the role cynicism plays in procedural justice and police legitimacy
3. Discuss the need for public support
4. Articulate the necessity for law enforcement to serve as role models for police legitimacy
3. Procedural Justice

**Learning Objective:** Upon completion of this module, students will be able to:
1. Explain how utilizing procedural justice can support the objectives of police work and mitigate the challenges/stresses of police work
2. Demonstrate retention of knowledge pertaining to procedural justice principles
3. Understand that process is equally if not more important than the outcome.
4. Explain how procedural justice can have a positive impact on their department

4. Historical and Generational Effects of Policing

**Learning Objective:** Upon completion of this module, students will understand:
1. Why relationships are strained and that police/law enforcement has, and still is, used as a tool of corrupt governments to implement unjust laws both in the US and in other countries
2. How communities in which officers serve are products of that history and that reality
3. Why officers need to understand this and how this impacts the common goal of a safer community and better relationships with the public
4. Deposits and withdrawals and the role of procedural justice in making more deposits
5. The impact that law enforcement can have on this process

5. Implicit Bias

**Learning Objective:** Upon completion of this module, students will understand:
1. Definition of implicit bias
2. Sources of implicit bias
3. Scientific studies of implicit bias
4. Combating implicit bias
Assessment of Learning

Students will demonstrate their understanding of the material presented in this course by successfully completing a post-course test.