

When It's One of Our Own:

# Officer Involved Domestic and Sexual Violence



CONFERENCE ON  
CRIMES AGAINST WOMEN

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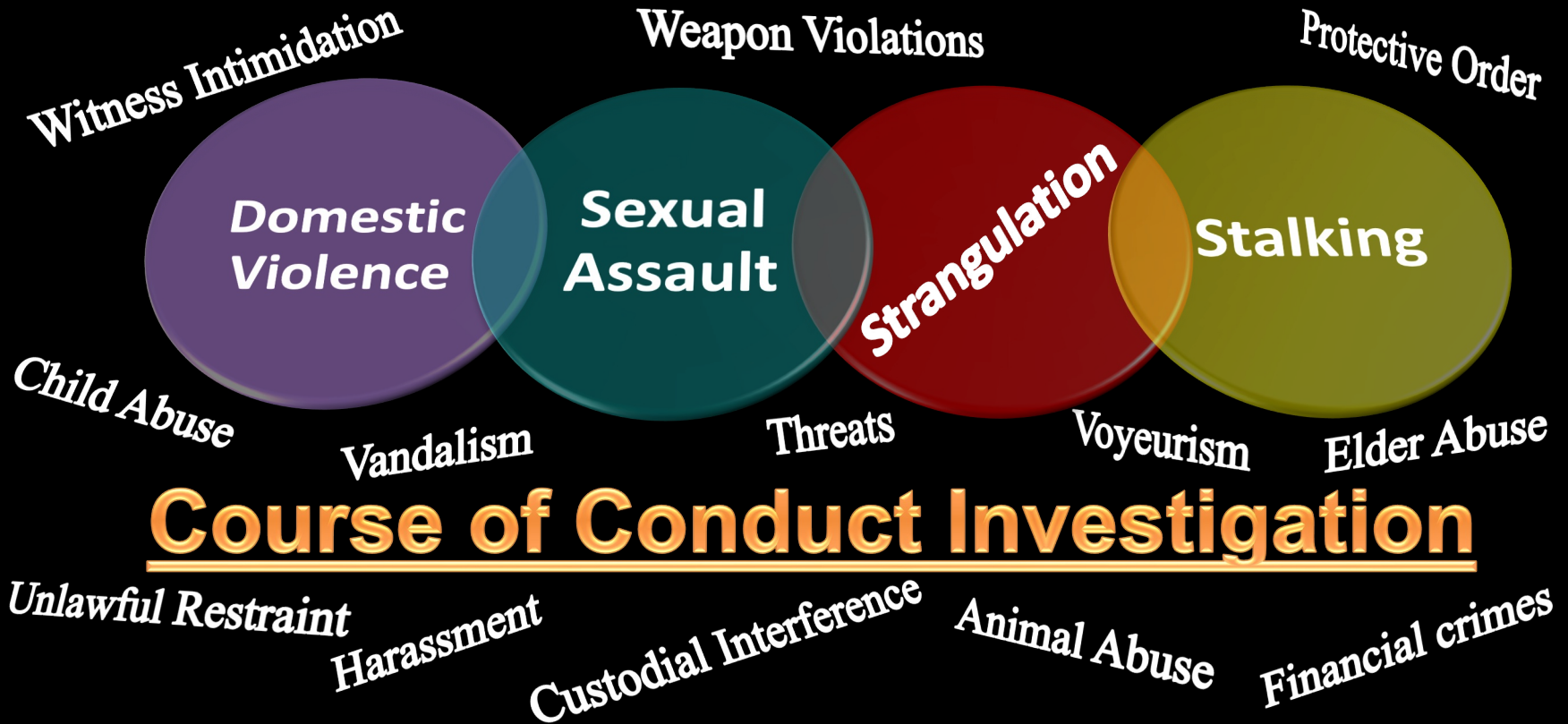
# Objectives

- Acknowledge the complexity and challenges posed by officer perpetrated domestic violence
- Appreciate the function of policy to establish agency expectations and standards
- The common tactics of abusive officers and the intersections with law enforcement training and culture

# Courageous Conversations...

- The prevalence of domestic violence and its impact on victims, family, children, community and society...
- The decades of history of ***failure to protect*** and ***gender discrimination*** lawsuits in domestic violence cases?
- What about the new expectations and standards regarding trauma-informed sexual assault response and investigations, understanding the neurobiology of trauma and impact on victims?

# Interconnected & Co-Occurring



# Realities of VAW Crimes

Given these realities about perpetrators and victims of violence against women, what strategies do we need to adopt for:

- Responding?
- Investigating?
- Preventing?

# Officer Involved Domestic and Sexual Violence

- Unique dangers
- Threatens agency mission and morale
- High liability risk
- Impacts public confidence
- Questions integrity of the agency
- Is there a culture?
- There must be a swift, sure and effective intervention

# Officer surrenders, charged after standoff

■ 2 officers exchanged fire in domestic dispute

■ Sergeant removed from duty hours earlier

■ Elementary school nearby locked down



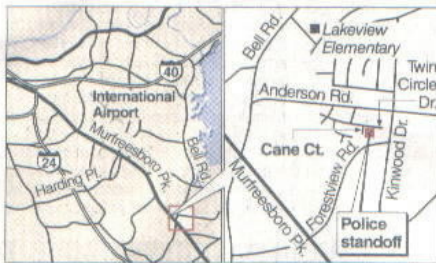
LARRY MCCORMACK / STAFF

Metro police Sgt. Mark Nelson holds a gun as he walks around the scene of his standoff with police on Cane Court.

By **LEON ALLIGOOD**  
Staff Writer

Metro police Sgt. Mark Nelson, distraught over a failed romance with a fellow officer and being taken off active police duty because mental health counselors worried he was suicidal, held the Metro SWAT team at bay yesterday afternoon for four hours, police said.

The officer surrendered peacefully about 6:50 p.m., but only after an afternoon of violent outbursts when he fired a personal pistol and a police shotgun numerous times, including taking aim



HWANGSOOK LEE / STAFF

of Nelson, also were credited with helping ease the tension. A few minutes after

tiators with one of our own," said Capt. Richard Briggance, SWAT commander.

enport, and accused of shooting at officer Coleman R. Womack.

Bond was set at \$15,000, and his lawyer, Worrick Robinson, said arrangements were being made to post his bond. Robinson said arrangements also were being made to admit Nelson to a health facility on an inpatient basis for at least 72 hours of treatment. He did not say what facility.

Robinson also told night court Commissioner Houston Hagar that Nelson was waiving his right to appear before the magistrate. Hagar

## KEY FIGURES



### Mark Nelson

► Nelson has been a Metro police officer for 13 years. The 35-year-old sergeant had never been disciplined by the Police Department before yesterday.



### Melissa Vangyija

► Vangyija has been on the force since 1999. The 24-year-old officer had dated Nelson but not recently, police say.



### Coleman Womack

► Womack has been an officer since 1995. The 29-year-old has been dating Vangyija. The standoff occurred at his Priest Lake home.

## ON THE STANDOFF

"It wasn't a pleasant experience to come out here with a SWAT team and the negotiators with one of our own. We're just glad everything turned out all right."

— **Capt. Richard Briggance**, SWAT commander

"I saw the man. He was like crazy, shooting into a police car like crazy. He looked mad."

— **Fernando Luma**, eyewitness

"We just told them (th

# Tacoma police chief shoots wife, kills self

The wife of the police chief of Tacoma, Wash., was in critical condition Sunday, a day after being shot by her husband before he killed himself, authorities said. The attempted murder-suicide came a day after abuse allegations in the couple's divorce case were made public. Crystal Brame, 35, had said her husband, David, pointed a gun at her, tried to choke her and said he "could snap my neck if he wanted to."

David Brame, 44, had said his wife had a "ferocious temper" and was emotionally unstable. The shootings took place in the parking lot of a suburban mall. The couple's children, ages 8 and 5, were at the scene.

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**Metropolitan Nashville Police  
Department**

**FOR IMMEDIATE RELEASE**

**October 9, 2002**

Metro Police Officer Gary Smith was arrested late last night on two counts of aggravated assault following a domestic altercation with his wife and one of her male co-workers at the Gibson facility at 657 Hazzman Drive.

Smith, who was not in uniform, went to his wife's workplace around 6 p.m. Tuesday under the belief that she was having an affair with a male co-worker. Smith found the two in the male co-worker's office and confronted them. Smith pulled a pistol from a holster, pointed the gun at his wife's head, threatened to kill her and demanded that she tell him she was having an affair. Smith threw his wife across the office, would not let her leave and at one point grabbed her by the throat.

Smith also threatened to kill the male co-worker. He shoved the pistol against the co-worker's head, causing a cut on his forehead. Neither the wife nor co-worker was seriously hurt. Both refused medical treatment.

Following the confrontation, Smith left the office and drove home. His wife called the police. As the result of an investigation by the police department's Domestic Violence Division, Smith was arrested shortly after 10 p.m. and was booked early today on two counts of aggravated assault. His bond was set at \$10,000.

Smith, 45, is a 22-year police department veteran and was assigned as Bellevue Middle School's resource officer. Smith has been assigned to the school system for several years. As the result of his arrest, Smith has been decommissioned, his guns have been seized and, for today, he will be on administrative leave with pay. Smith will later be administratively assigned to a desk job in civilian clothes pending the completion of an internal investigation by the police department's Office of Professional Accountability and an ensuing disciplinary hearing.

Smith's wife called police to their home in May 2000, alleging that she and her husband had argued and, that during the argument, he grabbed her by the arms. That complaint was investigated by the police department's Domestic Violence Division. Smith's wife subsequently declined prosecution. After speaking with both Smith and his wife, the District Attorney's Office decided there would be no prosecution and the case was cleared.



## Nashville Metropolitan Police Website

## Officer Involved Domestic Violence Arrest

# Suspended officer commits suicide

## Family confrontation turns violent

By **LINDA A. MOORE**

*Staff Writer*

A decorated Metro police officer, on suspension charged with assaulting his pregnant wife, shot and killed himself last night in front of his parents' home.

Patrol Officer Jeffrey King was pronounced dead at Vanderbilt University **KING** Medical Center after shooting himself in the chest about 8 p.m. last night, police said.

King and his estranged wife, Sherry King, met last night at his parents' home at 176 Suzanne Drive to exchange their three chil-



dren for visitation, police spokesman Don Aaron said.

The two began arguing and King produced a gun, Aaron said. "His stepfather [Bob Stanfield] saw the gun and stood in between King and his estranged wife so she wouldn't be shot."

The officer then turned the gun on himself and fired.

King had been suspended with pay since October of last year after he was charged with assaulting his wife, who was then 4 months pregnant.

His gun and badge had been confiscated, Aaron said. Police did not know last night where King got the gun he used to shoot himself.

King was under investigation by Metro's domestic violence unit and

◆ Turn to PAGE 2A, Column 1

# Officer ordered to leave state

## Accused of abuse of official position

**By KIRK LOGGINS**

*Staff Writer*

A Metro police officer agreed yesterday to quit his job and leave the state to resolve charges that he used his official position to intimidate a former girlfriend.

Patrolman Robert Alderman, 30, was indicted in October on charges of kidnapping, extortion and official oppression, stemming from his refusal to end his relationship with a girlfriend last spring.

When the couple's relationship "began to go wrong," Assistant District Attorney General Mary Hausman said yesterday, Alderman "began to force her to do things against her will."

The woman told investigators that Alderman kidnapped and raped her on April 29, but prosecutors charged him only with kidnapping, at the 20-year-old woman's request, Hausman said.

The officer coerced the woman to keep seeing him for another two weeks after the April 29 incident, according to the indictment.

Alderman also was charged with extortion for allegedly trying to influence a Metro detective, in September, not to prosecute him.

Prosecutors agreed to let Alderman plead guilty yesterday to the charge of official oppression and go on probation for three years — on condition that he leave Tennessee and have no further contact with his former girlfriend.

The official-oppression charge stemmed from an incident last May 5 in which Alderman saw the woman on the street, turned on his patrol car's blue lights, pulled her out of her car and berated her in front of a group of people.

Criminal Court Judge Tom Shriver told Alderman yesterday that he must leave Tennessee by Dec. 31 and not return to the state for at least three years.

Alderman joined the police force as a trainee on Jan. 1, 1993. He was placed on administrative leave without pay on Oct. 27.

Alderman "has some job opportunities in another state," his attorney, David Raybin, said yesterday. ■

# Ex-policeman gets life for wife's murder

By **PAUL OLDHAM**

*Staff Writer*

**CLARKSVILLE** — A former Metro policeman and Gulf War veteran was convicted of first-degree murder yesterday and sentenced to life with the possibility of parole for killing his estranged wife.

Michael Maraschiello, 34, was found guilty of the Feb. 16, 1996, murder of Roxie Maraschiello, 30.

She was shot five times with a 12-gauge shotgun as she stood on the porch of her mobile home.

The life-with-parole sentence was a victory for defense lawyer Debra Wall. The state sought a sentence of life without the possibility of parole.

Wall contended that Maraschiello suffers from Gulf War Syndrome and other mental illnesses.

The defendant, a native of New York state, testified in his own defense Wednesday and admitted doing the shooting. He said he didn't realize what he was doing and that it had all seemed like a dream.

Maraschiello said his wife left him, sued him for a divorce and had alleged that he sexually abused the oldest of their two daughters. He said he loved "Roxie very much" and couldn't stand to lose her to another man.

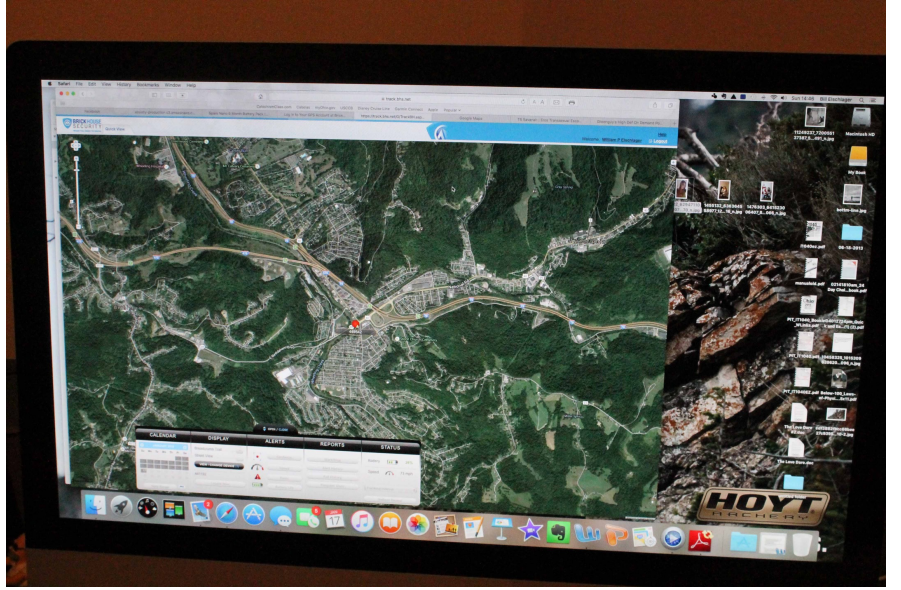
Testimony showed that a boyfriend was inside the mobile home when the shooting took place.

Maraschiello was a member of the Metro Nashville Police Department for a few months, but was dismissed for poor performance, according to testimony.

He left the Army after the Gulf War, also after poor evaluations. ■

# Former State Trooper Sentenced for Cyberstalking - 2015

- COLUMBUS, Ohio –William P. Elschlager, 49, of Marietta, Ohio, was sentenced in U.S. District Court to 24 months in prison, three years of supervised release and ordered to pay a \$2,500 fine for cyberstalking.
- Elschlager was employed with the Ohio State Highway Patrol for 19 years and served as post commander for the Marietta Post. He was employed in law enforcement, in total, for 25 years.
- “He used location information from GPS tracking, in conjunction with his law enforcement status, to relentlessly stalk and intimidate his victim,” U.S. Attorney Glassman said. “Elschlager’s position and experience as a law enforcement officer for 25 years makes the offense especially heinous. His actions stripped his victim of a sense of security and safety. Those actions warrant time spent in prison.”



# Officer - Victim

- A female officer who lives with domestic violence fears people will question how she can protect others if she can't protect herself. She has to choose between jeopardizing her safety by reporting, or possibly violating department policy by remaining silent.
- Making a complaint against a police officer is a dangerous act, especially when the complainant is herself an officer. Her abuser can call on his personal *and* professional network for support and defense against any allegations.
- Cooperation between advocates and police can be beneficial to both parties and to many civilian victims, but it presents complex problems when the alleged perpetrator or victim is a police officer.

# Traditional Law Response to Domestic Violence

- Arrest avoidance and mediation
  - “Cooling down”
  - Walk around the block
- Ineffective or no training at all
  - Recruit - In-service - Specialized



# Traditional Law Response to Domestic Violence

- Lack of policies addressing domestic violence for the general public
  - Officer discretion led to inaction and civil liability
- Criminal codes did not define domestic violence

# Traditional Law Response to Domestic Violence

- Officers rarely receive counseling/training on avoiding physical conflict within their relationships or marriage

Psychological services for officers is often not available

# Traditional Law Response to Domestic Violence

- No or ineffective screening for domestic/sexual violence history in recruitment
  - are they batterers when they are hired on or does it happen because of the job?
  - what kind of people do we hire as police officers?
  - does psychological testing “weed” them out?

# Traditional Law Response to Domestic Violence

- The law enforcement community is a closed one
- Lack of leadership within a department or local government on the issue of domestic violence
- A combination of these things may have set the stage for a failure to protect the general public and the police family

# Blue Code of Silence?

Chief Anthony Bouza of Minneapolis once a commander in the New York Police Department, wrote in his memoir *Police Unbound*, “The Mafia never enforced its code of blood-sworn omerta with the ferocity, and enthusiasm the police bring to the Blue Code of Silence.”

# LAPD Inspector General Study

Between 1990 and 1997, Los Angeles Police Department investigated 227 cases of alleged OI DV, of which 91 were sustained; of the 91 sustained by the department, only four resulted in a criminal conviction.

# Convictions?

- Only 7 percent of Canadian cops convicted of domestic violence received a prison sentence, versus 49 percent of civilians convicted of comparable crimes, according to a study of Canadian cases from 2000 to 2014.

- Danielle Sutton, "News Coverage of Officer-Involved Domestic Violence (OIDV): A Comparative Content Analysis" (MA thesis, University of Guelph, 2015), accessed December 15, 2015, [https://atrium.lib.uoguelph.ca/xmlui/bitstream/handle/10214/9099/Sutton\\_Danielle\\_201508\\_MA.pdf?sequence=1](https://atrium.lib.uoguelph.ca/xmlui/bitstream/handle/10214/9099/Sutton_Danielle_201508_MA.pdf?sequence=1).

# What are the odds?

If police experience domestic violence at the same rate as the general public, studies estimate that 60,000 to 180,000 law enforcement families would be affected by domestic violence annually

(Waters and Ussery, 2007). Experts (Waters and Ussery, 2007;



# From the Line

Seventy-three percent of male cops who admitted being violent toward their spouse also admitted they had been violent toward citizens, according to Arizona State University sociologist Leonor Johnson (2000).

# From the Line

In 2000 survey of 210 law enforcement officers it was discovered that 54% of officers admitted they knew of officers involved in domestic violence, 16% knew of incidents of unreported OVIDV, 31% knew of members in their department who had been disciplined for OVIDV, and 55% claimed intervention and prevention programs would be helpful.

# From the Line

Data obtained from 299 officers in 27 states, found more than half (51.3%) reported they had been called to respond to a domestic violence incident which involved another law enforcement officer.

Russell and Tannenbaum (2016)

# The Blue Curtain?

Keeping the secret of domestic violence within the family makes it worse by preventing early intervention to save the officer and prolongs the violence increasing the chances of injury, murder and suicide.

# The Profile

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- We are taught to:
  - control our emotions
  - discipline our minds to remain focused in dynamic situations
  - to prevail in the face of adversity
  - to interrogate when suspicious
  - to intimidate or match aggression when challenged

# The Profile

- We are taught to:
  - to dominate when threatened
  - command presence, surveillance
  - control through pain without visible injury
    - Carotid restraint, wristlocks, arm holds, use of handcuffs
  - be an authority figure within the community
  - to use firearms, trained in confrontation
- Add to this.....
  - exceptional pressures of police work
  - being prone to alcoholism and divorce

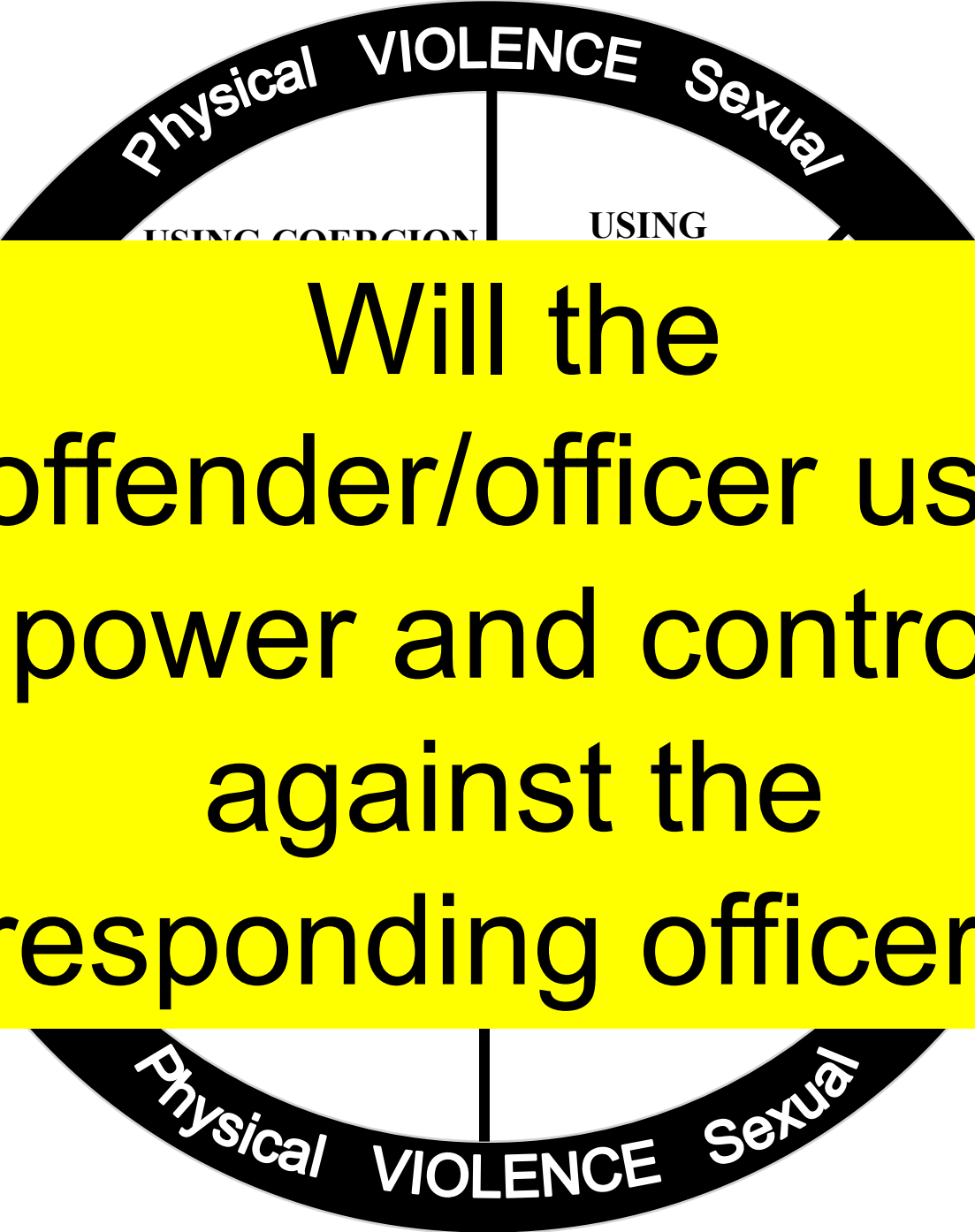
# The Profile

- shift work and court time
  - unfair publicity
  - consistent exposure to pain and suffering
- 
- Add to this.....  
**violent behavior learned as a child**

# The Blue Curtain?

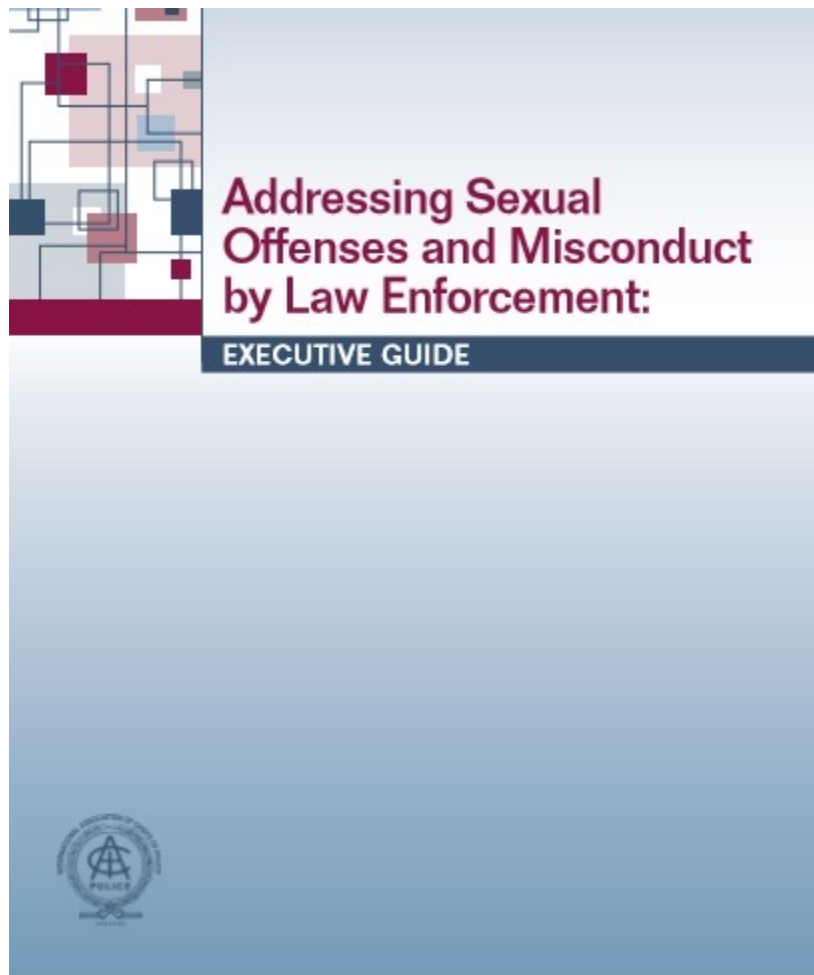
- Is there a Code of Silence?
  - we are good at keeping secrets
  - we are fraternalistic
  - we build bonds stemming from life and death situations on the street
- DO WE BREAK THIS CODE?





Will the  
offender/officer use  
power and control  
against the  
responding officer?

# Sexual Offenses and Misconduct



“ It is imperative to the protection of citizens’ civil rights and the trust communities place in law enforcement that policies be adopted as part of a clear statement that sexual misconduct will not be tolerated.”

Chief David Nye,  
Fredericksburg Police  
Department, VA

# **Agency Self-Assessment and Community Assessment: Approaches to Domestic & Sexual Violence**

**<https://www.theiacp.org/GBVAssessments>**





End Violence Against Women International  
(EVAWI)

# Model Policy Resource: Law Enforcement Sexual Misconduct Prevention and Accountability

Chief Thomas Tremblay (Ret.)  
Sergeant Joanne Archambault (Ret.)  
Kimberly A. Lonsway, PhD

February 2020



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*This project is supported by Grant No. 2016-TA-AX-K010 awarded by the Office on Violence Against Women, US Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.*

# Sexual Misconduct

- Phil Stinson, a researcher at Bowling Green State University, analyzed news articles between 2005 and 2011 and found 6,724 arrests involving more than 5,500 officers. Sex-related cases were the third-most common, behind violence and profit-motivated crimes. Cato Institute reports released in 2009 and 2010 found sex misconduct the No. 2 complaint against officers, behind excessive force.



News Clip: Holtzclaw Case - <https://www.buzzfeednews.com/article/jtes/daniel-holtzclaw-women-in-their-ow#.dmOZaw6oR>

*"He didn't choose CEOs or soccer moms. He chose women he could count on not telling."*

– Prosecutor Lori McConnell

# Oklahoma's Daniel Holtzclaw

## Holtzclaw chose victims for their perceived vulnerability and lack of credibility

- Found to have assaulted 13 black women, most of whom were low income and some who were using alcohol/drugs, and who had prior convictions.
- December 20, 2013 – first known sexual assault
- May 8, 2014 – Oklahoma City Police began investigating Holtzclaw for sexual assault.
- Assaulted 5 more women while still on-duty
- June 18, 2014 - Jannie Ligons who did not meet the profile of his other victims was assaulted by Holtzclaw and reported the assault
- December 9, 2015 - Convicted of sexual assault for 8 of the 13 victims. Sentenced to 263 years in prison.



# Why have a policy for Officer Involved Domestic Violence

- Provides guidance
- Ensures full investigation
- Impact on Agency and community
  - Polarization of departments members
  - Media and public image
- Addresses liability

# Six Most Common Areas of Officer Liability

- Failure to take proper actions to protect
- Failure to appropriately enforce a court order protecting a victim of domestic violence
- Failure to respond at all or in a timely manner
- Failure to provide information to a victim as required by law
- Arresting a citizen without establishing probable cause
- Exhibiting a pattern of differential treatment or application of the law to domestic violence cases



## Model Policy

<i>Effective Date</i> July 2003		<i>Number</i>
<i>Subject</i> Domestic Violence by Police Officers		
<i>Reference</i>		<i>Special Instructions</i>
<i>Distribution</i>	<i>Reevaluation Date</i>	<i>No. Pages</i> 8

### I. PURPOSE

This policy recognizes that the profession of law enforcement is not immune from members committing domestic violence against their intimate partners. The purpose of this policy is to establish procedures for handling acts of domestic violence committed by police officers and for implementing prevention strategies. This policy will provide police executives, officers, and all department employees guidance in addressing incidents where one (or more) party to a reported domestic violence incident is an employee, whether sworn or civilian, of any rank in the department.

### II. POLICY

This policy offers a comprehensive, proactive approach to domestic violence by police department employees with an emphasis on victim safety. It delineates a position of zero tolerance by the department. It is imperative to the integrity of the profession of policing and the sense of trust communities have in their local law enforcement agencies that leaders, through the adoption of clear policies, make a definitive statement that domestic violence will not be tolerated. In the process of implementing this policy, the department should review the records of all employees to determine whether convictions for qualifying misdemeanor crimes of domestic violence (MCDV) or valid protection orders exist. If an employee is found to have a MCDV or is the subject of a qualifying protection order, department legal counsel and/or city/county attorney shall be consulted immediately regarding continued employment or duty assignment.

Federal law prohibits police officers convicted of qualifying misdemeanor domestic violence crimes from possessing firearms.

Officers found guilty of a qualifying domestic violence crime through criminal proceedings shall be terminated.<sup>1</sup>

### III. DEFINITIONS

"Domestic violence" refers to an act or pattern of violence perpetrated by a police officer upon his or her intimate partner not done in defense of self or others, including but not limited to the following:

- Bodily injury or threat of imminent bodily injury
- Sexual battery
- Physical restraint
- Property crime directed at the victim
- Stalking
- Violation of a court order of protection or similar injunction
- Death threats or death

An "intimate partner" of a police officer is any person who meets one or more of the following criteria:

- Is or was legally married to the police officer
- Has a child in common with the police officer
- Has or had a dating relationship with the police officer
- Is specified as an intimate partner by state law

<sup>1</sup> For the definitions of qualifying misdemeanor crime of domestic violence and qualifying order of protection that trigger federal firearms provisions, see the Concepts and Issues Paper, page 1, section II, Definitions.

# IACP Model Policy

# IACP Officer Involved Policy

- Prevention
- Education and Training
- Early Warning and Intervention
- Incident Response Protocol
- Victim Safety
- Post-Incident Administrative and Criminal Decisions

# Alberta Police Services and Women's Shelters Working Relationship Guidelines

## INCIDENTS INVOLVING POLICE OFFICERS

- In developing the procedures and steps to be followed when a domestic violence occurrence involves a member of a police service, any procedure should, in addition to the general procedures involved in non-member incidents, reflect:
  - victim safety;
  - objectivity;
  - accountability;
  - confidentiality; and
  - lack of bias towards the member.

# The Highly Trained Batterer: Prevention, Investigation and Prosecution of Officer-Involved Domestic Violence

## STRATEGIES

The Prosecutors' Newsletter on Violence Against Women

ÆQUITAS

Issue #14 • February 2015



### THE HIGHLY TRAINED BATTERER: PREVENTION, INVESTIGATION AND PROSECUTION OF OFFICER-INVOLVED DOMESTIC VIOLENCE<sup>1</sup>

TERESA M. GARVEY, JD<sup>2</sup>

*"[W]hen you train someone to be a cop, anyone in this country, you train them to challenge when confronted. You train them to interrogate when suspicious. You train them to [use] fighting skills that no one else has. You train them how to use weapons. You train them how to deal with conflict. You teach them all these skills, and then you add all of that to someone who is violent, you've got a lethal combination on your hands..."<sup>2</sup>*

— Mark Wynn, former Nashville Police Lieutenant  
Nationally recognized expert and trainer on domestic violence

Effective police response is a crucial element in any effort to prevent and respond to acts of domestic violence. All over the country and around the world, police departments and other governmental and non-governmental agencies invest time, funding, and expertise to train law enforcement officers in best practices that will help to reduce the incidence and lethality of domestic violence—practices that will protect victims while holding offenders accountable. Law enforcement has stepped up to the challenges of responding to domestic violence, and has made tremendous progress from the days when these crimes were considered private family matters. Today, law enforce-

ment in the United States, taken as a whole, has committed to refining its procedures and practices to maximize victim safety and offender accountability. Responding officers document evidence to support evidence-based prosecution; they assist victims in obtaining protective orders and services that will help them survive and escape the abuse; and they arrest offenders based upon probable cause and predominant/aggressor analysis.

There is no group in our society, however, that is immune from domestic violence. When the perpetrator of domestic



## ÆQUITAS

THE PROSECUTORS' RESOURCE  
ON VIOLENCE AGAINST WOMEN

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202-558-0040



# The National Prevention Toolkit on Officer-Involved Domestic Violence

HOME

TRAINING

RESOURCES

CONTACT

LOGIN



## About the Toolkit

The **National Prevention Toolkit on Officer Involved Domestic Violence** is a project of the Law Enforcement Families Partnership (LEFP) at the Institute for Family Violence Studies within Florida State University's College of Social Work. The Toolkit is part of a broad-based effort to prevent violence in the homes of criminal justice families and to support healthy families, agencies, and communities. **Please note** that this Toolkit is not a batterer intervention program and is not for use when violence has already occurred.

The goals of the Toolkit are:

- To educate officers about the dynamics and impact of officer-involved domestic violence,
- To support a law enforcement culture that prioritizes prevention efforts and officer/family wellness and also

## Access Training

The training is designed as a prevention tool for criminal justice officers. In this password-protected site, officers and administrators/supervisors have access to online training modules and resources specifically designed for the criminal justice community.

[Go To Training](#)

[Watch Introductory Video](#)

## Access Resources

These resources provide public access to general domestic violence information

■ [www.nationaltoolkit.csw.fsu.edu/](http://www.nationaltoolkit.csw.fsu.edu/)

# Policy Implementation

- Provide training to supervisory personnel on early warning signs
- Select lethality assessment tool
- Draft and commit to MOUs with neighboring departments and advocacy agencies
- Provide outreach to families of department personnel
- Prepare victim assistance resources



# Police Officer Certification Information System

The Peace Officer Certification Information System (POCIS) was established to reduce the interstate rehiring of law enforcement officers decertified for misconduct by U.S. Peace Officer Standards and Training (POST) Boards and Commissions. This system provides general information regarding state policies and guidelines as well as access to the searchable National Decertification Index (NDI) by approved law enforcement hiring entities.

[www.iadlest.org](http://www.iadlest.org)

410-875-3606



# PEACE OFFICER CERTIFICATION INFORMATION SYSTEM



- [General Information](#)
- [National Decertification Index](#)
- [Register to use the NDI](#)
- [State Certification Policies](#)
- [Reference Library](#)
- [Frequently Asked Questions](#)
- [National POST Portal](#)
- [IADLEST Homepage](#)

- NDD/NDI Participating States**
- Alaska
  - Arizona
  - Arkansas
  - Colorado
  - Connecticut
  - Florida
  - Idaho
  - Indiana
  - Iowa
  - Kentucky
  - Maryland
  - Michigan
  - Minnesota
  - Missouri
  - Montana
  - Nebraska
  - Nevada
  - New Hampshire
  - New Mexico
  - North Dakota
  - Ohio
  - Oklahoma
  - Oregon
  - South Dakota
  - Tennessee
  - Texas
  - Utah
  - Vermont
  - Washington
  - West Virginia

## General Information

The Peace Officer Certification Information System (POCIS) was established to reduce the interstate rehiring of law enforcement officers decertified for misconduct by U.S. Peace Officer Standards and Training (POST) Boards and Commissions. This system provides general information regarding state policies and guidelines as well as access to the searchable National Decertification Index (NDI) by approved law enforcement hiring entities.

The NDI currently maintains **11341** records of decertifications by **29** participating agencies.

The Peace Officer Certification Information System and the National Decertification Index are services of the International Association of Directors of Law Enforcement Standards and Training (IADLEST).

This project is supported by Grant No. 2005-DD-BX-1119 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs of the U.S. Department of Justice. Points of view or opinions expressed herein are those of the authors and do not represent the official position or policies of the U.S. Department of Justice.

Pointer records contained in the National Decertification Index are provided by participating state government agencies and should be verified by the contributing authority. Inclusion in the database does not necessarily preclude any individual from appointment as an officer.

Raymond A. Franklin is Director of the Peace Officer Certification Information System, the National Decertification Index and the pilot National Decertification Database. For additional information, contact the Director at [rfranklin@iadlest.org](mailto:rfranklin@iadlest.org) or 410-875-3606.

## Report:

2009 Survey of POST Agencies Regarding Certification Practices (PDF)

[Read the Report](#)

## Proposal:

POST - XML Data Model (PDF)

[Read the Proposal](#)

## IMPORTANT NOTICE

The NDI was offline for a few hours ending 11:00 AM on November 9th due to an electrical problem.

## Need Help?

The Help Desk is available 9:00am to 4:00pm EST M-F.  
Email: [ndihelp@iadlest.org](mailto:ndihelp@iadlest.org)

# Solutions

- Firm, written policies with sanctions for all levels of the department
- Better screening for recruits
- “One step up” investigations of DV incidents
- Speed the investigations
- EARLY INTERVENTION

# The Nashville Policy

- Mandatory reporting
- Immediate response investigation by specialized investigators
  - Lethality/danger - suicide assessments
- Notification up the chain
- Speedy and thorough investigation

# The Nashville Policy

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Counseling

Dis-empowerment

Discipline

Dismissal

Prosecution

# The Bottom Line

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- Domestic violence is a crime not a crisis
- To hold the public trust we must hold ourselves responsible for crime in the police family
- No one is above the law and no one is below it

WHAT  
POLICE FAMILIES  
NEED TO KNOW

# I Love *a* Cop

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*Ellen Kirschman, Ph.D.*

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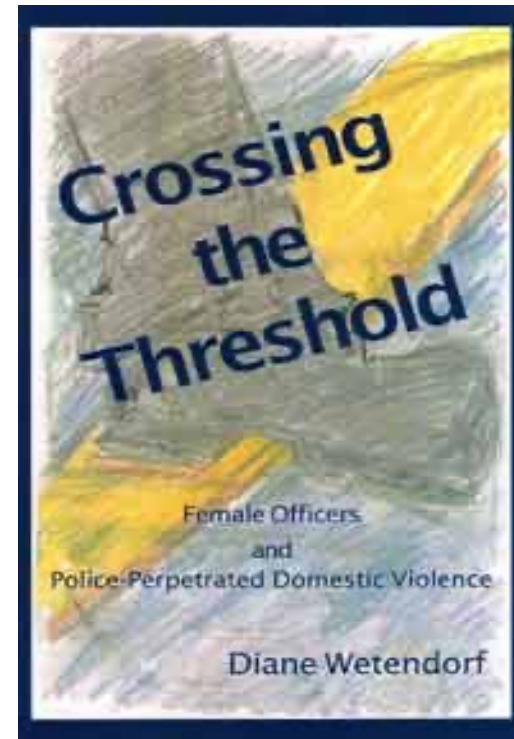
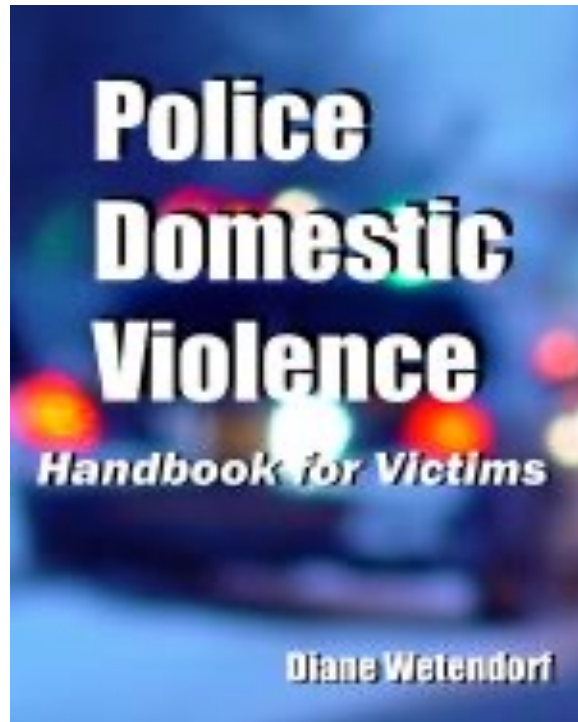
***Recommended reading:***

**By: Ellen  
Kirschman,  
Ph.d**

**Guilford Press**

**Book # - ISBN  
1-57230-193-17**

# Diane Wetendorf



<http://www.abuseofpower.info/index.htm>



# *Officer to Officer*

The National Prevention Toolkit  
on Officer-Involved Domestic Violence



THE FLORIDA STATE UNIVERSITY