

## **Core Competencies for Civilian Oversight Practitioners**

### ***Civilian Oversight of Law Enforcement***

- Models
- History
- Current trends
- Theories, standards, and practices

### ***Investigations***

- Basic investigative skills and techniques in the following areas (not an exhaustive list):
  - Interviewing
  - Writing clear, concise, well-organized and thorough investigative reports
  - Communication
  - Planning
  - Collection and preservation of evidence
  - Conducting independent and objective investigations
- Review and/or Audit of Internal Investigations
  - Using matrices, timelines and relational database software to organize and conduct timely and thorough reviews of investigations
  - Basic auditing principles (Yellow Book)

### ***The Public and Transparency***

- Community Outreach
  - Holding meetings and keeping stakeholders informed
  - Receiving and processing stakeholder input
- Public Reporting
  - Tools/methods for making reports available to the public
  - Media relations
  - Public speaking

### ***Law***

- United States Constitution
- Important/Relevant Case Law for Civilian Oversight (not an exhaustive list):
  - Tennessee v. Garner
  - Graham v. Connor
  - Terry v. Ohio
  - Miranda v. Arizona (Arizona v. Gant)
  - Loudermill
  - Garrity
- Peace Officer's Bills of Rights/Labor Law
- Public records acts
- HIPPA
- Ethics of law enforcement and oversight

### ***Policing/Law Enforcement Policies and Procedures***

- Understanding of the criminal justice system/process, including basic policing models and tactics
- Technology
- Use of force (non-lethal, less-lethal, and lethal force)
- Community policing
- Police accountability mechanisms (e.g. EIS) and internal/external review
- Jail procedures

### ***Remediation and Discipline***

- Mediation
- Education-based discipline
- Early warning systems
- Disciplinary process including arbitration/grievance/appeal rights of officers and role of the police union in the disciplinary process