



Chapter 1: Introduction to Law Enforcement

Foundation of Professional Policing

A wooden gavel with a gold band around its handle rests on a wooden block. The word "LAW" is written in gold, 3D block letters on the front of the block.

LAW

UNIT 1

The Law Enforcement Officer Profession



Lesson 1: The Roles of a Law Enforcement Officer

Understanding your commitment to serving your community



Law Enforcement is Service-Oriented

Most of your time will be spent **serving the community**, not just responding to crimes

- Assisting drivers with flat tires
- Speaking with business owners about crime prevention
- Presenting safety information to students





Core Responsibilities

Protecting the Public

Maintaining order and enforcing laws

Responding to Emergencies

Domestic violence, custody issues, active shooters

Serving Communities

Helping people in need daily



Essential Officer Qualities



Service-Oriented

Focus on helping others



Dependable

Consistent and trustworthy



Communicative

Clear and effective messaging



Problem-Solver

Think critically under pressure



Multitasker

Handle multiple priorities



Three Main Roles

Adapt to situations as they unfold

Role 1: The Supporter

Your default role when interacting with the community

- Calm lost children
- Help confused individuals
- Interview trauma victims
- Provide compassionate presence

Learn about your community to provide better support





Role 2: The Stabilizer

Display Confidence

Calm those around you during critical incidents

Maintain Composure

Guide people through confusion

Bring Order

Control uncontrolled situations

Examples: disaster recovery, traffic crash scenes



Role 3: The Enforcer

Duties typically associated with law enforcement

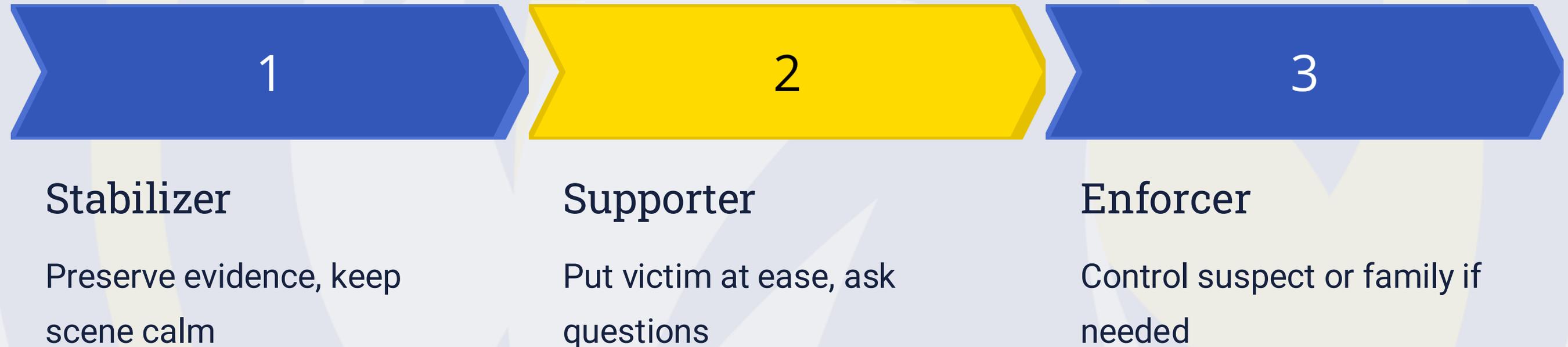
- Making arrests
- Maintaining order
- Giving lawful commands
- Being assertive when necessary

Use this role appropriately—majority of time spent as supporter and stabilizer



Shifting Between Roles

Example: Sexual battery case response



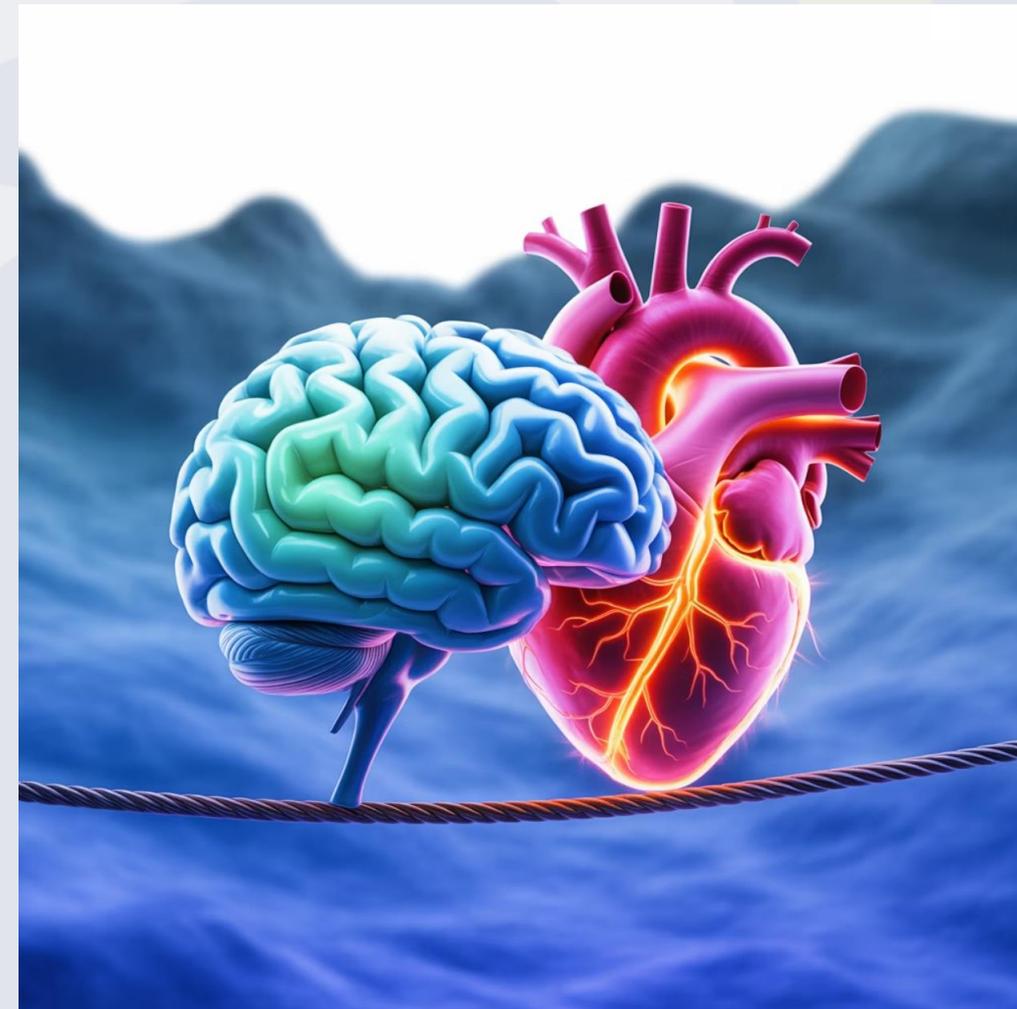
Incorrect or excessive use of enforcer role damages community trust

Emotional Intelligence

Ability to identify and cope with emotions—yours and others'

Officers with greater emotional intelligence:

- Recognize when to switch roles
- Manage emotions during chaos
- Enhance officer safety





Strengthening Emotional Intelligence

Engage with Community

Genuinely listen to members

Seek Feedback

Ask officers and command staff
for honest input

Learn from Criticism

Use feedback to improve

Practice Self-Awareness

Reflect on your responses



Service at the Core

Treat every person you encounter with **respect and dignity**

Your commitment to service should be central to who you are—on and off duty





Understanding Power Imbalance

The State, FDLE, and State Statutes, gives you **authority and power** to enforce the law

This creates a **power imbalance** with community members

Some may react with **fear, mistrust, or anger**

Acknowledging this improves community relations



LESSON 2

Steps to Becoming a Certified Officer





Florida Law Enforcement Officer Definition

Person elected, appointed, or employed full time by municipality or state; vested with authority to bear arms and make arrests; primary responsibility is prevention and detection of crime or enforcement of penal, criminal, traffic, or highway laws



Criminal Justice Standards and Training Commission (CJSTC)

Mission

Ensure qualified, competent, and ethical criminal justice officers serve Florida

Responsibilities

- Certification oversight
- Employment standards
- Training requirements
- Officer records maintenance
- Conduct monitoring

Supported by Criminal Justice Professionalism Division within FDLE



Basic Recruit Training Requirements

1

Pass Examinations

80% on each end-of-course exam

2

DUI Proficiency

Demonstrate skills in DUI traffic stops

3

High Liability Proficiency

Master high-risk scenarios

4

Physical Fitness

Participate in fitness program

You are responsible for your own success



State Officer Certification Examination (SOCE)

After Training

Take SOCE after completing basic recruit program

Three Attempts

Must pass within 3 tries

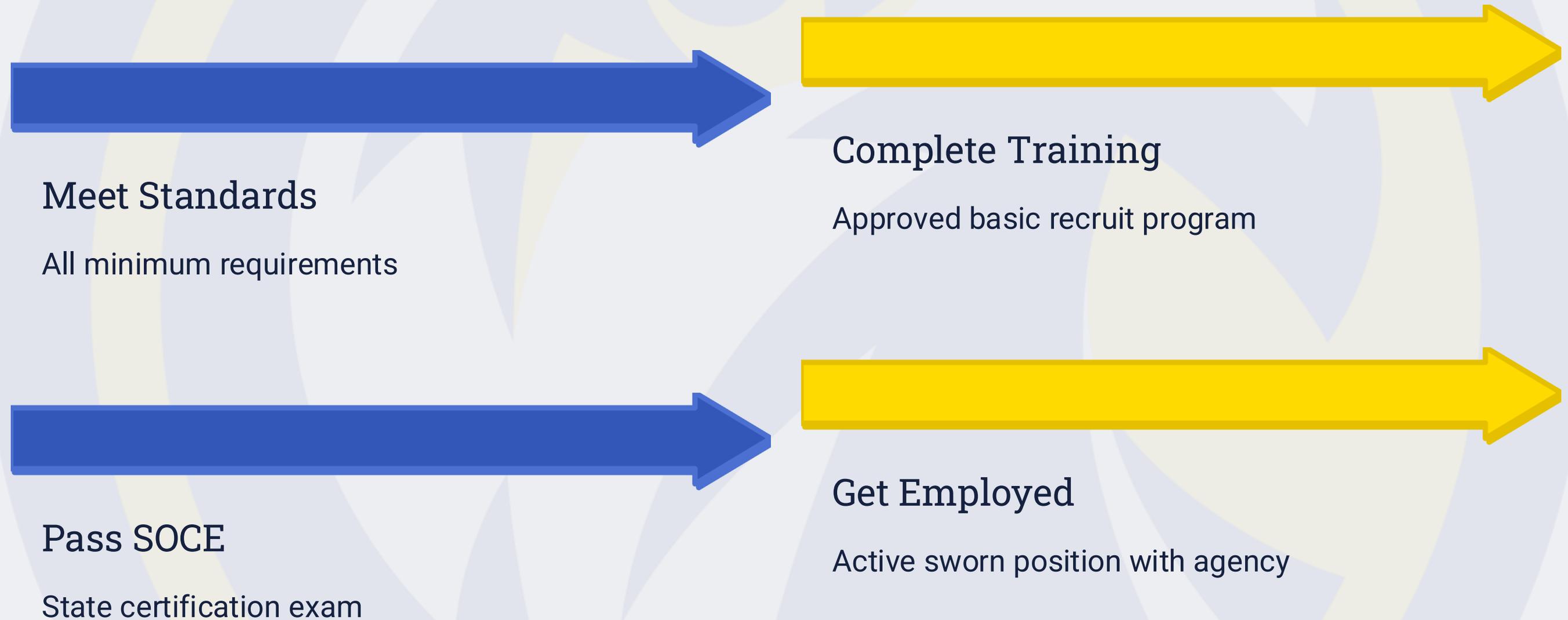
Failure Consequence

Retake entire basic recruit training

Information available in FDLE Candidate Handbook



Officer Certification Requirements





Four-Year Timeline

July 1, 2024

Begin basic recruit training



June 30, 2028

Deadline for certification

During Period

Complete all requirements

 Miss deadline = repeat entire training with new 4-year period



Good Moral Character

History of **fairness, honesty, and respect** for the rights of others and the laws of Florida and the nation

Assessed through thorough background investigation before hiring

Academy recruits subject to same standards as active officers





Actions That May Result in Disciplinary Action

- Pleading guilty/nolo contendere to felony
- Perjury or false statements
- Failing to maintain good moral character
- Committing felony offenses
- Serious misdemeanor offenses
- Positive controlled substance test
- Excessive use of force
- Sexual harassment with physical contact
- Misuse of official position
- False statements during employment

Not a definitive list—subject to change



CJSTC Penalties

1	Written Reprimand
2	Probation Up to 2 years
3	Suspension Up to 2 years
4	Revocation Cannot work as officer in Florida

May include mandatory retraining or counseling



Mandatory Revocation

Felony Conviction

Guilty plea, nolo contendere, or found guilty

Permanent Consequence

Even with withholding of adjudication or suspended sentence

Career Ending

Cannot work as certified officer in Florida



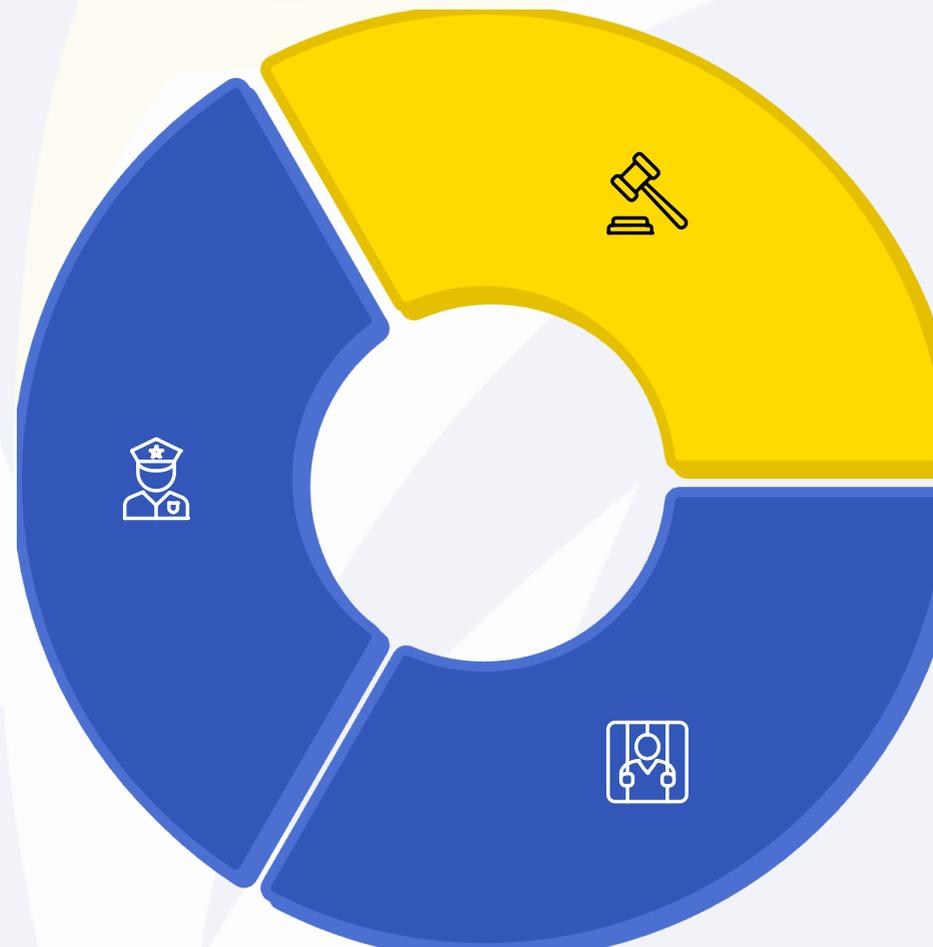
LESSON 3

The Criminal Justice System

Three Main Components

Law Enforcement

Enforces laws, maintains
civil order, protects
constitutional rights



Court System

Interprets laws

Corrections

Enforces punishment,
provides rehabilitation



Four Levels of Law Enforcement

1

Local/Municipal

Police departments, public safety departments—
enforce municipal ordinances and state laws

2

County

Sheriff's offices—enforce county ordinances, oversee
jails, handle civil processing

3

State

FDLE, Florida Highway Patrol—enforce state laws
within Florida

4

Federal

FBI, ICE—enforce federal laws across state lines



Corrections System Components

County Jails

Booking, pretrial
detention, sentences
under 1 year

Juvenile Centers

Processing and
detention of arrestees
under 18

Prisons

Federal and state
facilities for convicted
felons

Probation & Parole

Supervision alternatives
to incarceration



Probation vs. Parole

Probation

Sentence placing person under supervision
instead of confinement

May serve confinement if terms violated

Parole

Release from institution **before sentence conclusion**

Serves remainder under supervision with specific terms



Levels of Criminal Involvement

Officers must determine identity and role of people involved in criminal incidents



Key Terminology

Complainant

Reports crime or alleges
crime committed

Witness

Has information about
crime elements or evidence

Victim

Person/entity suffering
injury from crime

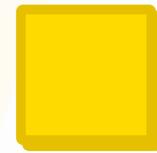


Investigation Roles



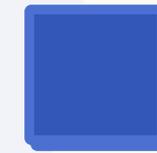
Confidential Source

Provides information in confidence; identity normally not disclosed



Person of Interest

Involved but not arrested; cooperating or has helpful information



Subject

Known person accused or suspected of committing crime



From Suspect to Offender

1

Suspect/Detainee

Believed to have committed crime

2

Arrestee

Under arrest or has been arrested

3

Defendant

Formally accused in court

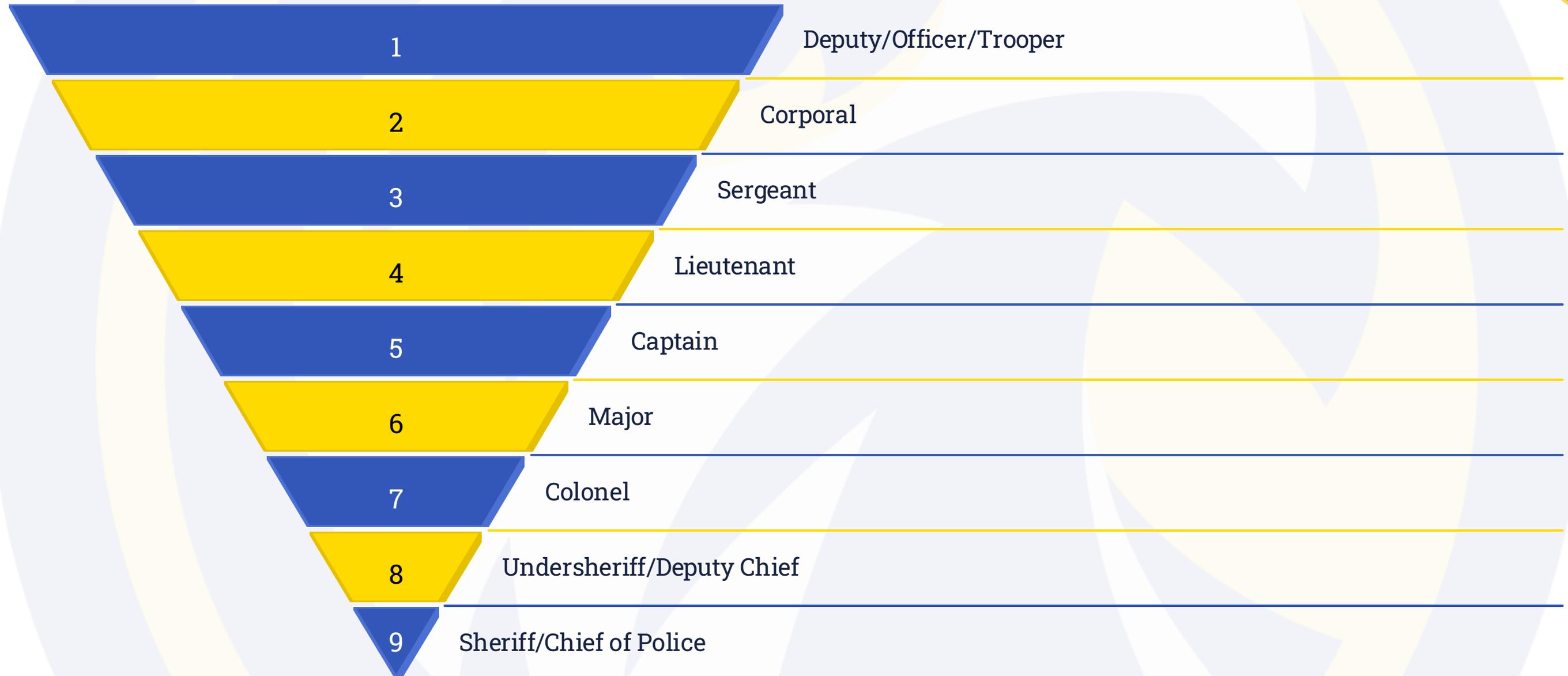
4

Offender

Convicted in court of law



Typical Rank Structure



Lieutenant and above = command level



Why Chain of Command Matters

Enhances Efficiency

Coordinates
communication channels

Reduces Confusion

Clear reporting structure

Manages Objectives

Uniform communication
channels



Types of Communication

Vertical Communication

Information flows **up and down** through supervision levels

From agency head to lowest levels and back up

Lateral Communication

Communication **across** same organizational level

Between employees on equal footing



Consequences of Violating Chain of Command

Miscommunication of important information

Damaged supervisor relationships

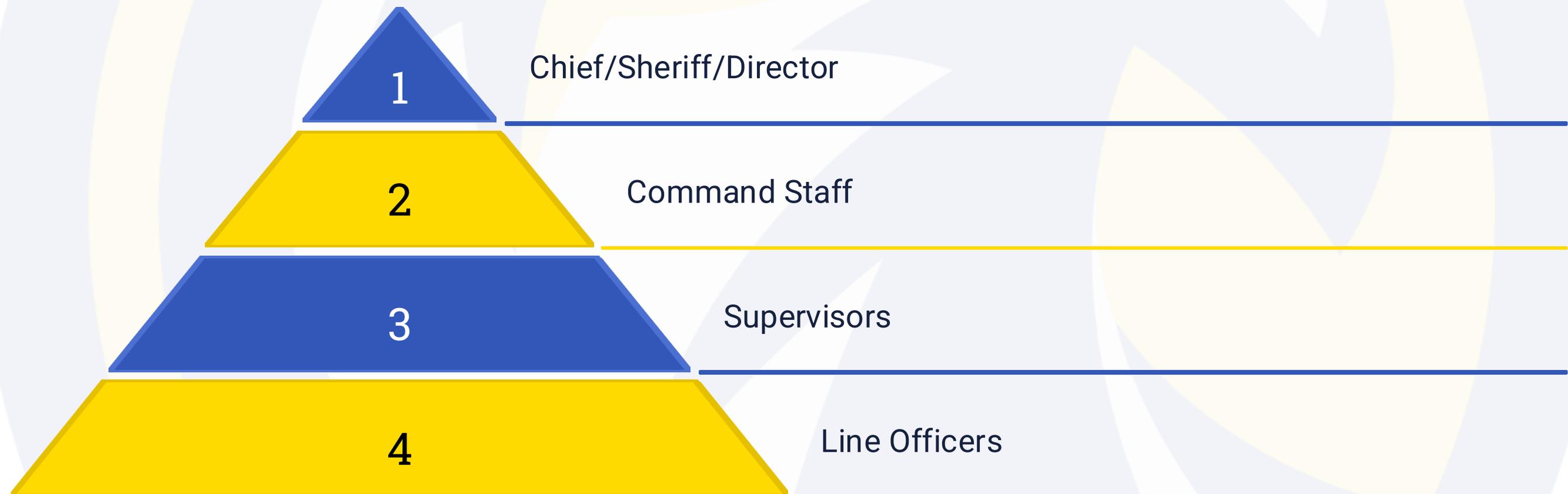
Confusion and lack of coordination

Potential insubordination charges

Keep immediate supervisor informed of activities

Delegation of Authority

Person in command assigns decision-making authority to subordinates



Distribution of authority and responsibility on each level = foundation of effective organization

LESSON 5

Procedural Justice





What is Procedural Justice?

Approach focusing on carrying out justice in a **fair and equitable manner**

When people believe they've been treated justly, they:

- Are more likely to comply
- Have more positive view of law enforcement
- Help make you more effective



Four Pillars of Procedural Justice

Fairness & Consistency

Consistent decision-making, treat people with respect

Voice & Representation

Involve groups in decisions, listen to concerns

Transparency & Openness

Decisions made without secrets or deception

Impartiality & Unbiased

Decisions based on relevance and data



The LEED Framework



Listen

Give everyone a chance to tell their side



Explain

Always explain your actions



Equity

Make fair decisions



Dignity

Treat people with respect



Procedural Justice in Action

Example: Noise complaint response

Explain exactly why you're there

Give accused person chance to explain

Be transparent about what happens next

Treat person with respect

Result: Positive view of interaction, less likely to repeat violation

Police Legitimacy

Community views law enforcement as:

- Fair
- Morally obligated to administer law
- Legitimate authority of power



More effective at stopping crime than traditional deterrence



Benefits of Police Legitimacy



Deters Crime

More effective than fines or prison



Increases Safety

Safer for officers and communities



Builds Trust

Maintains public confidence



Strengthens Partnership

Community cooperation with law enforcement



Your Commitment to Service

Every encounter shapes how the public feels about law enforcement

Practice Procedural Justice

Use LEED framework daily

Build Legitimacy

Earn community trust

Serve with Excellence

Respect, dignity, fairness always



Unit 2 • Lesson 1

Criminal Justice Ethical Concepts

Lesson Goal

Understand importance of ethical decision-making on and off duty

Standards

Learn ethical standards required for law enforcement officers

What Are Ethics?

Definition

Standards of conduct based on principles of right and wrong defined by society

Ethics dictate behavior; laws and rules derive from ethics





Ethical Behavior in Law Enforcement

Honesty

Being honest in your work

Integrity

Refusing to accept or offer gratuities

Evidence

Preserving evidence properly

Testimony

Giving true and impartial testimony



Core Ethical Responsibilities



Obey all laws and regulations



Protect civil rights of everyone



Respect confidential communication



Speak up when witnessing unethical behavior



Duty to Intervene

You have a duty to intervene if you see another officer committing an offense, treating a community member with disrespect, or engaging in unethical behavior

Every action reflects on all law enforcement officers. Your community expects you to advocate for highest ethical standards at all times.

Influences on Ethical Problem-Solving



Peer Influence

Fellow officers' attitudes—positive or negative—impact your responses



Personal Challenges

Financial or legal troubles can tempt misuse of position



Role Models

Positive mentors help uphold ethical standards



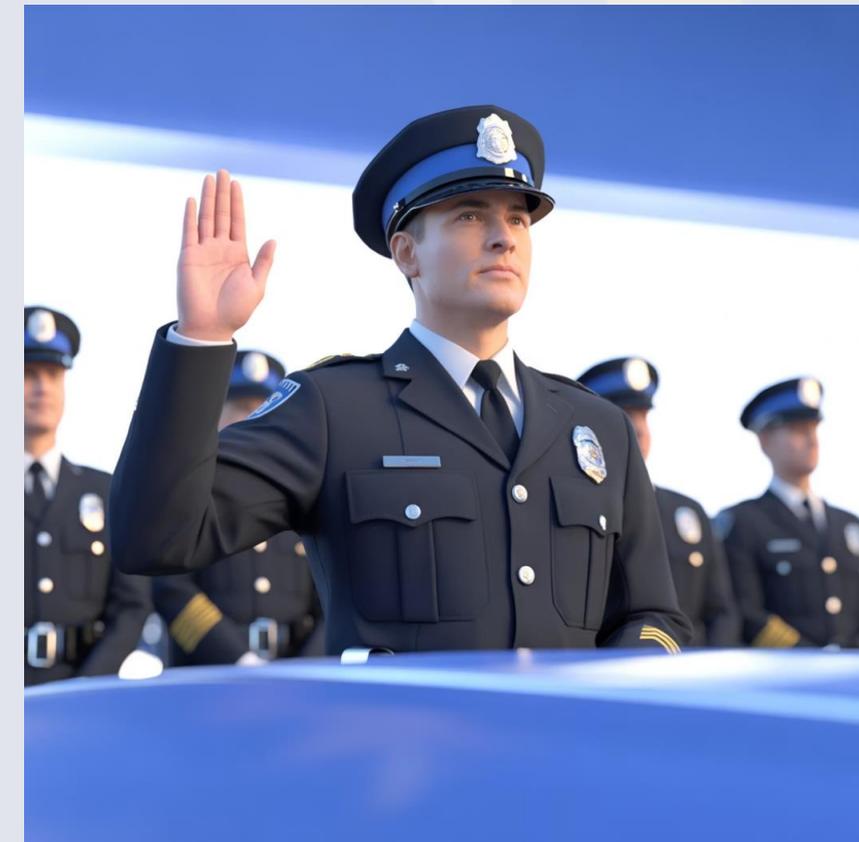
Law Enforcement Code of Ethics

Fundamental Duty

Serve the community; safeguard lives and property; protect the innocent, weak, and peaceful

Constitutional Rights

Respect constitutional rights of all to liberty, equality, and justice





Personal Conduct Standards

Private Life

Keep private life unsullied as example to all

Self-Restraint

Develop self-restraint; be mindful of welfare of others

Courage

Maintain courageous calm in face of danger, scorn, or ridicule

Honesty

Honest in thought and deed, personal and official life



Confidentiality and Impartiality



Confidential Information

Keep confidential information secret unless necessary for duty



Impartial Decisions

Never let personal feelings, prejudices, or friendships influence decisions



Law Enforcement Principles

1

No Compromise

Relentless prosecution of criminals

2

Courteous Enforcement

Enforce law appropriately without fear or favor

3

Appropriate Force

Never employ unnecessary force or violence

4

No Gratuities

Never accept gratuities

Badge as Public Trust



I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust

- Never engage in corruption or bribery
- Will not condone such acts by other officers
- Cooperate with all legally authorized agencies



Professional Responsibility

Personal Accountability

I alone am responsible for my own standard of professional performance

Continuous Improvement

Take every reasonable opportunity to enhance knowledge and competence

Dedication

Constantly strive to achieve objectives and ideals

Source: International Association of Chiefs of Police



Law Enforcement Oath of Honor

On my honor,

I will never betray my badge, my integrity, my character, or the public trust.

I will always have the courage to hold myself and others accountable for our actions.

I will always uphold the Constitution, my community, and the agency I serve.

Source: International Association of Chiefs of Police



Unit 2 • Lesson 2

Unethical Behavior

Lesson Goal

Recognize unethical behavior that damages community relationships and careers





Types of Unethical Behavior

1

Bribery

Accepting something for your benefit that influences professional conduct

2

Perjury

Lying in court after taking an oath

3

Confidentiality Breach

Revealing confidential information

4

Conflict of Interest

Engaging in situations presenting conflicts



Florida Statutes Violations

- Perjury by false written declaration
- Perjury when not in official proceeding
- Perjury in official proceedings
- Perjury by contradictory statements
- False reports to law enforcement
- False official statements
- Unlawful compensation or reward
- Misuse of confidential information



Misuse of Position

📄 **Florida Statute:** No public officer shall corruptly use their official position to secure a special privilege, benefit, or exemption for themselves or others

- Having family member's traffic ticket dismissed
- Using badge for unauthorized entry to events
- Wearing uniform solely to obtain discounts

Protecting Confidential Information

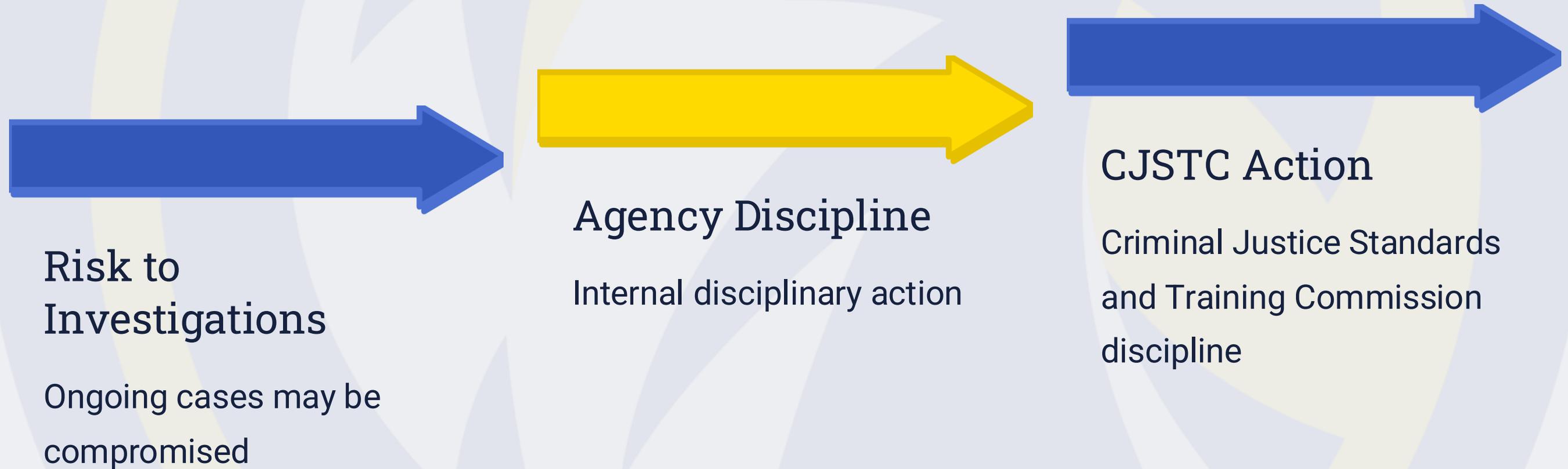
What NOT to Do

- Gossip about cases
- Discuss cases on social media
- Share information with friends or relatives
- Divulge database information
- Share crime scene photos





Consequences of Breaching Confidentiality





Conflict of Interest

A situation where an officer is in a position to personally benefit from actions or decisions made in their official capacity

Example 1

Cannot arrest someone and recommend your family friend attorney

Example 2

Cannot be private investigator and certified officer simultaneously

Understanding Gratuities



Definition

Anything of value intended to benefit the giver more than the receiver

Questions to Ask

1. Does this person want something from me?
2. Would I be offered this if I weren't an officer?
3. What is expected in return?



Sexual Misconduct While on Duty

Definition

Ranges from asking driver for date during traffic stop to having sex on duty

Power Imbalance

Inherent power imbalance exists between officers and public

Consequences

Penalties range from probation to suspension to certification revocation

Harassment in the Workplace



Hostile Work Environment

Workplace difficult or uncomfortable because of harasser's behavior



Quid Pro Quo

"Something for something"—demanding favors in return for employment



Sexual Harassment

Unwelcome sexual advances, requests, or conduct



Forms of Sexual Harassment

Verbal Actions

- Sexual compliments
- Pressuring for dates
- Ridiculing with sexual messages

Non-Verbal Actions

- Facial gestures
- Displaying nude pictures
- Inappropriate social media posts

Physical Actions

- Unwanted touching
- Brushing against someone
- Inappropriate horseplay



Workplace Definition

For law enforcement, workplace includes police station, patrol car, training academy, and anywhere you represent the agency

Be respectful everywhere you go and at all times





Responding to Harassment

Report to Supervisor

Inform supervisor or management per agency policy

Law Enforcement Report

If criminal, report to appropriate agency

EEOC Complaint

File complaint with Equal Employment Opportunity Commission

Legal Consultation

Consult with attorney if needed



Consequences of Sexual Harassment

1

Agency Discipline

Retraining, unpaid leave, loss of rank, termination

2

CJSTC Action

Certification revocation

3

Civil Lawsuit

Monetary damages

4

Criminal Charges

Imprisonment for stalking, assault, battery, official misconduct

Unit 2 • Lesson 3

Fair and Unbiased Policing

Lesson Goal

Understand how biases affect interactions and how fair policing combats harmful impacts





What Is Unbiased Policing?

Equal treatment of any person regardless of race, ethnicity, religion, gender, sexual orientation, socioeconomic status, national origin, homeless status, disability, age, or other characteristics

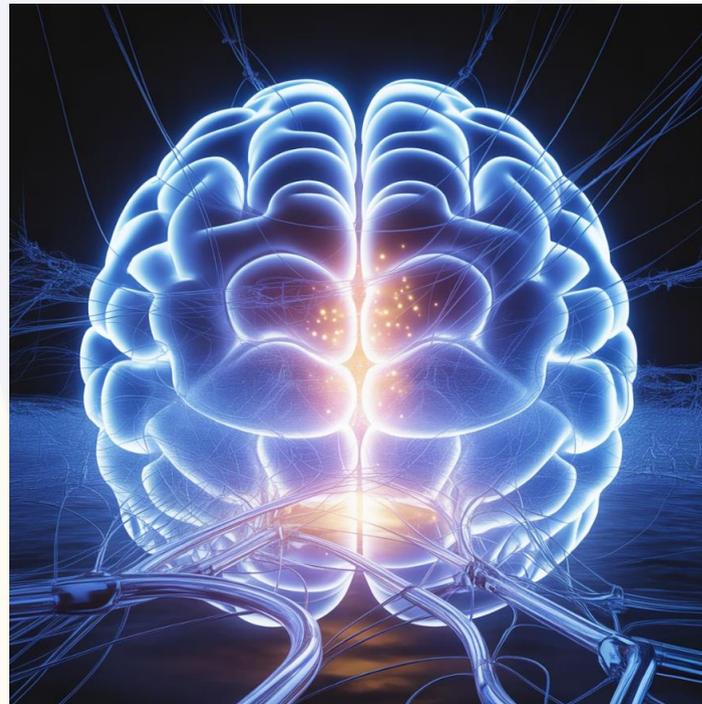
Make decisions based on evidence and data rather than emotions and predetermined ideas

Types of Bias

Explicit Bias

Aware of dislike of certain groups

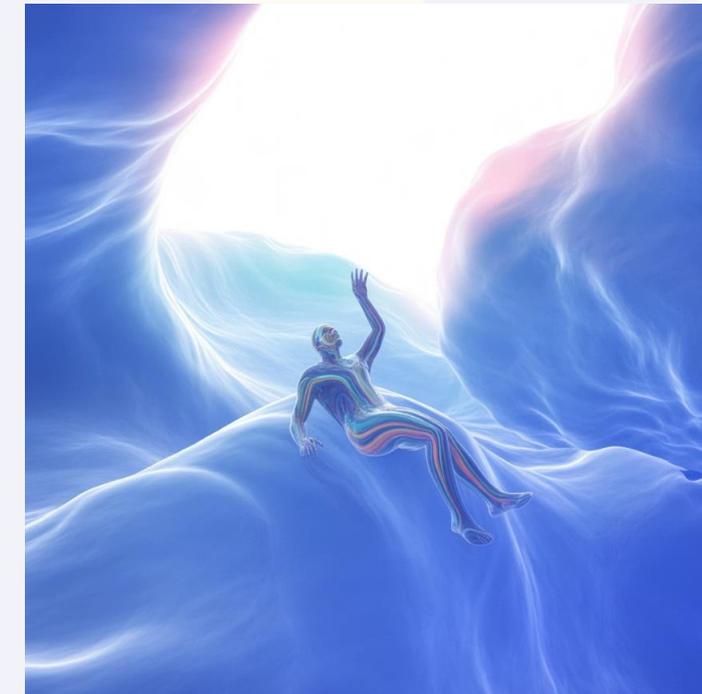
Openly hateful and biased in actions



Implicit Bias

Present but not consciously held

Unconscious judgments without awareness



Understanding Implicit Bias

Media Images



Lack of Exposure



Unconscious
Associations



Societal Factors



Every person has implicit bias. Our brains make associations without awareness.

Implicit Bias in Law Enforcement



Split-Second Decisions

Officers must make quick
decisions with limited
information



Awareness Is Key

Being aware is first step in
countering consequences



Slow Down

Taking time to think
through actions helps
counter bias



Historical Context

Acknowledging complex history of policing in United States helps understand why some people fear law enforcement encounters

Understanding history + practicing procedural justice = stronger community ties

Discriminatory Practices



Stereotyping

Judging groups based on opinions or encounters



Prejudice

Unjustified attitude toward person because of group membership



Discrimination

Acting on prejudices



Impact of Stereotyping

Both positive and negative stereotypes hurt

- Categorize people unfairly
- Cause you to miss valuable information
- Overlook clues that could save lives or solve crimes



Consequences of Discrimination

Relationship Breakdown

Damages relationship between law enforcement and communities

Legal Liability

Can lead to civil and criminal liability

Investigation Impact

Causes misunderstanding or exclusion of vital information

Emotional Response

False assumptions lead to emotional rather than planned responses



Discriminatory or Bias-Based Policing

❏ **Definition:** Unequal treatment including stopping, questioning, searching, detaining, or arresting a person solely or primarily because of their characteristics

Illegal

Violates laws and constitutional rights

Damages Trust

Negatively impacts community relationships

Penalties

Can bring criminal or civil penalties

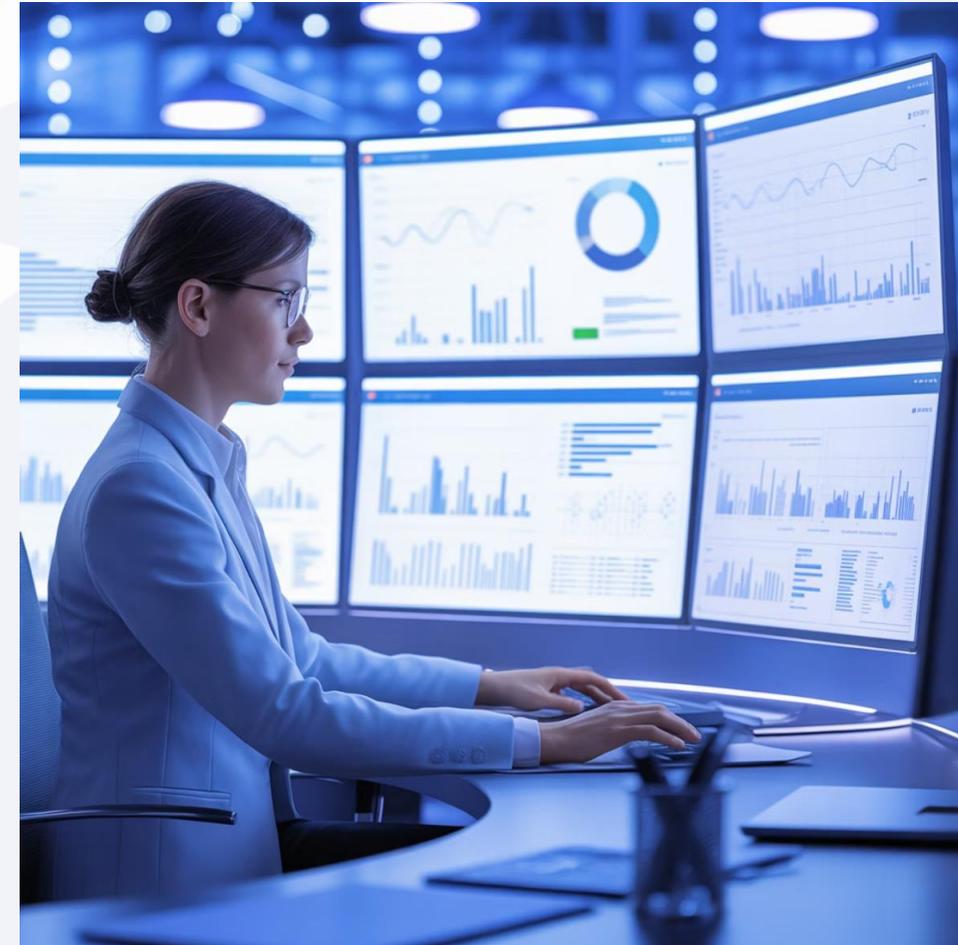


Demographic Data Reporting

Purpose

Some agencies require officers to report demographic data on calls for service

Data assists in investigating possible allegations of bias-based policing



Your responsibility: treat everyone within the community equally



Unit 3 • Lesson 1

Stress and Officer Wellness

Lesson Goal

Recognize how stress impacts mind, body, job performance, and quality of life





What Is Stress?

Physical or emotional reactions to an event or situation from perceived or real threat

Negative Effects

- Slows reaction time
- Questions decisions
- Clouds judgment

Positive Effects

- Awareness of danger
- Prepares you to react
- Activates survival response

Fight-Flight-Freeze Response



Fight

Body prepares to face danger
head-on



Flight

Body prepares to escape
dangerous situation



Freeze

Body fails to react



Categories of Stress

Routine Stress

Daily basis, normal part of life. Ordinary stresses of being officer, balancing home and work

Acute Stress

Short-lived, unexpected changes. End of relationship, death of family member, sudden unemployment

Traumatic Stress

Major events like war, disasters, assault. Personal safety or safety of others in danger



Law Enforcement Exposure

Your career in law enforcement will expose you to more traumatic stress than many other people ever face

Be aware and learn to manage stress appropriately

Post-Traumatic Stress Disorder



Definition

Severe anxiety disorder after extremely stressful event or repeated exposure to stress

Can Develop From

- War
- Physical violence
- Natural disasters
- Witnessing traumatic events

Hypervigilance



Always On Guard

Sense of always being on guard, difficult to disengage



Expecting Threats

Always expecting danger or threats



Lost Connections

Unable to let go of being on duty, lose connections with family and friends



PTSD Symptoms

Behavioral

Irritable or aggressive behavior, reckless or self-destructive behavior

Cognitive

Problems with concentration, intrusive thoughts

Sleep

Difficulty falling asleep, staying asleep, restless sleep

Emotional

Depression, anxiety, flashbacks, recurring nightmares

Trauma and the Brain

Stress Hormones

Brain releases stress hormones during frightening situations to help survive

Long-Term Impact

Repeated exposure keeps brain flooded with stress hormones even when not in stressful situation

High levels linked to illness, anxiety, increased risk of addiction

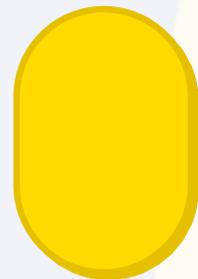


Effects of Stress



Temporary Effects

Increased anxiety, tension, irritability



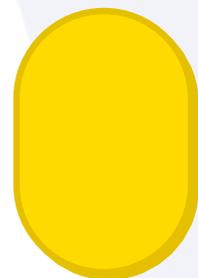
Health-Related

Headaches, blood pressure changes, loss of sleep



Job Performance

Inconsistent work habits, decreased productivity



Relationships

Damaged connections with loved ones



Long-Term Stress Responses

1

Mental Health

Depression, suicidal thoughts

2

Chronic Health

Disease, high blood pressure, ulcers

3

Heart Disease

Coronary heart disease

4

Substance Issues

Higher risk of suicide and substance abuse



Warning Signs of Stress



Sudden behavioral changes



Inconsistent work habits



Accidents or injuries



Frequent tiredness



Sleeping and eating disorders



Anxiety



Alcohol misuse or drug use



Complaints from others

Monitor yourself and fellow officers. Reach out for help if struggling.



Unit 3 • Lesson 2

Behavioral Health

Lesson Goal

Understand how to cope with stress and build resilience for career longevity



Reducing Stress Through Physical Health



Regular Exercise

Running, swimming, bicycling



Healthy Diet

Low in fat, sugar, caffeine; rich in vegetables, fruit, water



Sufficient Sleep

Get adequate rest each day



Avoid Harmful Substances

Avoid alcohol and smoking



Building Resilience

What Is Resilience?

Capacity to effectively cope with stress, trauma, and serious problems

How to Strengthen

- Make health a priority
- Seek help from licensed professionals
- Connect with support group
- Stay active outside law enforcement



Building resilience takes time. You don't have to do it alone.



Assistance Resources



Employee Assistance Program (EAP)

Mental and physical health, family caregiving, financial planning



Peer-to-Peer Support

Fellow officers trained to provide support



Crisis Resources

988 Suicide and Crisis Lifeline, Crisis Text Line, SAMHSA



Law Enforcement Specific

Badge of Life, Blue HELP, Safe Call Now, POPPA



CAREER LONGEVITY

- **Secondary trauma** (sometimes known as vicarious trauma) occurs when a person is exposed to the trauma of others and develops physical or mental impacts.
- Experiencing secondary trauma may result in absences at work, the inability to focus on tasks, and a shortened career.
- **Compassion fatigue** is the emotional exhaustion that comes from helping others on a long-term basis.
- Symptoms of compassion fatigue include irritation, withdrawal from social situations and feeling emotionally drained.
- **Stigma** is a set of negative and unfair beliefs that a society or group of people have about something.
- Law enforcement officers may not seek help because they fear that doing so will negatively impact their careers.



QUESTIONS?