



# IOWA LAW ENFORCEMENT ACADEMY

Thank you for reaching out to ILEA with your questions regarding the requirements for annual De-escalation and Implicit Bias training. House File 2647 requires annual training to meet the following requirements:

- a. An emphasis on law enforcement officer understanding and respect for diverse communities and the importance of effective, non combative methods of carrying out law enforcement activities in a diverse community.
  - b. Instruction on diverse communities in order to foster mutual respect and cooperation between law enforcement and members of all diverse communities.
  - c. An examination of the patterns, practices, and protocols that cause biased law enforcement actions, and the tools to prevent such actions.
  - d. An examination and identification of key indices and perspectives that make up differences among residents in a local community.
  - e. Instruction on implicit bias and consideration of the negative impact of bias, whether intentional or implicit, on effective law enforcement, including examination of how historical perceptions of profiling have harmed community relations.
  - f. Instruction on the perspectives of diverse local constituency groups from experts on particular cultural and law enforcement community relations issues in a local area.
  - g. A presentation of the history and the role of the civil rights movement and the impact on law enforcement.
  - h. Instruction on de-escalation techniques, including verbal and physical tactics to minimize the need for the use of force and nonlethal methods of applying force.
- The Iowa Law Enforcement Academy Council voted to require all peace officers and reserve officers to attend four hours of training annually. This training is provided by ILEA, as well as other external vendors.

IAC 501--8.2(3) In-service training programs, specialized classes, or other courses of instruction that are not Iowa law enforcement academy instructor certifying schools, may be developed and instructed by any individual deemed qualified by the law enforcement agency administrator.

In summary, it is the responsibility of the employing agency administrator to determine whether the in-service training is related to law enforcement [IAC 501--8.1(3) and 10.206(2)] and whether it meets the detailed criteria for de-escalation and implicit bias as outlined in House File 2647.

Please reach out to us with any further questions.