

**Sacramento Police Department  
Mandatory Academy Follow-up Training  
2021**

*The following course is offered to academy graduates as they enter the field training program at the Sacramento Police Department. These new officers are brought back to the training environment several times as they progress through the field training.*

**Course Title: Fair and Impartial Policing**

**Course Description:** Providing an overview of procedural justice as it relates to Law Enforcement and the relationship to the public, University studies regarding policing and the community, and overall trust building.

**Course Objectives:** Upon completion of this course, students will be able to:

- Understand the history of Law Enforcement in the United States
- Overview of race relations in United States history
- Key incidents in US history that have led to police mistrust
- Understanding Implicit Bias and how it effects human interaction
- Understanding what Procedural Justice is and ways to practice it daily
- Understand the role law enforcement plays in building community trust
- Understanding 21<sup>st</sup> Century Policing and how to implement its concepts in law enforcement daily practices
- Understanding the importance of Transparency and how our department is committed to this concept.
- What the 4 T's (Together, Trust, Transparency, Truth) mean to our department and our community

**Representative Methods of Evaluation:**

- Class participation
- Dialog amongst instructor and classmates
- Providing current and future examples of how they can put into practice the topics discussed.