

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

**PURPOSE:**

**Principled Policing and Procedural Justice** is a research-based and cost-effective paradigm that was designed to increase peace officers' ability to improve the public's confidence and trust in law enforcement agencies. One of the main principles of **Procedural Justice** is the development of a spirit of teamwork between law enforcement agencies and community members. This sense of cooperation leads to a reduction in criminal activity and an overall improved quality of life within the community. Research indicates that procedural justice increases citizens' voluntary compliance during law enforcement contacts in addition to improving the relationship of trust with community members.

This course melds the principles of Procedural Justice and Implicit Bias in order to create a broad awareness of these two important concepts. In Part 1, students will explore the components of Procedural Justice and what "justice" means to the community. Part 2 will explore Implicit Bias and the contributing factors history has played in policing.

Law enforcement can improve trust and relationships with their communities by applying these principles to evaluate their policies, procedures and training within their departments. In addition, developing an understanding of these two concepts will enable law enforcement to improve safety and well-being for the public and law enforcement alike.

**OUTLINE**

**I. Introduction**

- A. Introductions- class set up
  - 1. Options for opening the course
    - a. AG Video
    - b. Chief's Office
    - c. Police Chaplain
  - 2. Welcome and brief statement of purpose
    - a. Instructor and student introductions
  - 3. Introduction to the course content
    - a. Learning objectives
    - b. Course content – briefly review each module
    - c. Brief background on the development of the course
    - d. What the course isn't

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

4. Introduction to course participation
5. Participation in the course is essential, express opinions while respecting others
6. Class participation – questions, discussions, small group work
7. Housekeeping

B. Course Overview: The course is not about discipline.

1. The course is about validating what you are already doing, its awareness for those that may not be doing it, and for some it may be corrective.
2. Advise students that a test is administered at the conclusion of the course.

C. Administration of the Pretest: A pretest is administered to the students before any course material is revealed. The pretest is designed to measure each students' knowledge of the subject matter that comprises the course. The results of the pretest will be compared to results of the final examination that will be administered at the conclusion of the course.

**II: Module One:** Interactive Nature of Procedural Justice, Legitimacy and Policing Goals.

- A. OVERVIEW: Module 1 defines police legitimacy and procedural justice and provides video examples of procedural justice. It introduces the "Four Principles of Procedural Justice". This module offers an opportunity to discuss and discover how procedural justice benefits staff and supports their Department's goals for policing.
- B. Teaching Objectives: Upon completion of this module, clear connections will be made between:
1. Individual officers' goals,
  2. The code of ethics
- C. Learning Objectives: Upon completion of this module, students will be able to:
1. Define procedural justice,
  2. Define police legitimacy, and
  3. Explain how procedural justice leads to greater police legitimacy
  4. Explain how these concepts relate to addressing crime

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

- D. The students will participate in a **Learning Activity** to assess their knowledge or initial perceptions of Police Legitimacy and Procedural Justice. While in groups using their own words and real life experiences they will define/describe the terms of “police Legitimacy” and “Procedural Justice”. As the groups report the instructors will facilitate a group discussion to ensure the students understand the concepts of Police Legitimacy and Procedural Justice.
- E. Building on the concepts learned the instructors will show a video of a resisting subject (using the Taser Mike Video) and conduct a facilitated discussion regarding the officers’ use of Procedural Justice and Police Legitimacy.
- F. DEFINE AND CLARIFY
1. What is police legitimacy?
    - a. The public view of the police as entitled to exercise authority in order to maintain social order, manage conflicts, and solve problems in the community.
  2. What is procedural justice?
    - a. The procedures used by police officers and other justice system actors, where citizens are treated fairly and with proper respect as human beings
- G. FOUR PRINCIPLES OF PROCEDURAL JUSTICE
1. Voice
  2. Neutrality
  3. Respectful Treatment
  4. Trustworthiness
- H. BENEFITS OF PROCEDURAL JUSTICE FOR LAW ENFORCEMENT.
1. Safety
  2. Lower stress
  3. Fewer complaints
  4. Greater cooperation
  5. Voluntary compliance and support for police actions
  6. Lower crime, greater public safety
- I. EVIDENCE OF THE ABOVE BENEFITS
1. Sunshine and Tyler 2003 – if the public views the police as legitimate they will be more likely to assist the police with crime prevention (i.e., reporting crime or calling for help) and to give police a wider range of discretion to perform their duties.

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

J. The students will participate in a **Learning Activity** while using easel pads, they will list the goals of Peace Officers. The groups will compare and contrast the views they had as their careers began and the goals they have at this point in their careers.

K. GOALS OF POLICING

1. Social order
2. Crime prevention
3. Be fair and impartial
4. Ensure constitutional rights
5. Safety, be effective, offer support
6. Serve and protect the public
7. Generate and hold public trust
8. Racial reconciliation

L. CALIFORNIA LAW ENFORCEMENT CODE OF ETHICS

1. Code of ethics emphasizes principles of procedural justice

**1.5 hour**

**III: Module Two: Expectations and Legitimacy**

A. OVERVIEW: Module 2 presents a more in-depth look at cynicism, and its impact on police legitimacy and procedural justice. It offers an opportunity to discuss police and community expectations of each other and examine actions that build trust.

B. Teaching Objectives: Upon completion of this module, the following concepts will be clear:

1. The role cynicism plays in the profession of policing
2. The importance of public support for policing efforts
3. How citizen and law enforcement expectations can conflict and cause harm to positive relations
4. How procedural justice can address cynicism and support officer wellbeing

C. Learning Objectives: Upon completion of this module, students will be able to:

1. Compare and contrast citizen and law enforcement expectations
2. Understand the role cynicism plays in procedural justice and police legitimacy
3. Discuss the need for public support
4. Articulate the necessity for law enforcement to serve as role models for police legitimacy

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

**D. CYNICISM**

1. Define cynicism as it relates to the profession of policing
  - a. A cynic expects nothing but the worst in human behavior. Cynicism is the antithesis of idealism, truth, and justice-which are the virtues that police officers swear to uphold.
  - b. How some police come to view things, how cynicism affects police at both the personal and professional levels
  - c. External Procedural Justice
  - d. Internal Procedural Justice
  - e. Categorizing stressors
    - i. Officer safety and hypervigilance
    - ii. Us vs. Them mentality

**E. STRESSORS**

1. What affects police but we don't talk about
2. How it plays out at work
3. How it plays out outside of work

F. The students will participate in a **Learning Activity** that identifies stressors for law enforcement from their perspective. Each group will list and report out on the stressors affecting peace officers.

**G. IMPACT OF CYNICISM**

1. On officer health and well being
2. On interactions and relationship with the public
3. Community's version of cynicism

H. The student will participate in a **Learning Activity** that identifies the expectations of law enforcement from the community and expectations that law enforcement has of the community. The instructor will facilitate a discussion of the differences and similarities between the two lists created by the group. Generally, the exercise results in two lists are very close or identical.

**I. EXPECTATIONS**

1. The Golden Rule
2. The Platinum Rule
3. Expectations, commonalities, and conflicting narratives
4. Community and police need each other to meet expectations
5. Procedural Justice and Police Legitimacy contribute to voluntary compliance

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

**J. POLICE LEGITIMACY**

1. Why people obey the law:
  - a. Deterrence
  - b. The right thing to do
  - c. Fear the consequences of their failure not to
2. Authorities are legitimate
  - a. Define legitimacy; legitimacy reflects trust and confidence in police, acceptance of authority, actions perceived as morally correct and appropriate
3. Lawfulness vs. legitimacy

**1 hour**

**IV: Module Three: Procedural Justice**

- A. **OVERVIEW:** Module 3 is an in-depth look at procedural justice. It examines each of the four tenets or principles, how they relate to decision-making, the policing process and how treatment affects the public's assessment. This module also offers an opportunity for students to discuss personal experiences with procedural justice.
- B. **Teaching Objectives:** Upon completion of this module, the following concepts will be clear:
1. The principles of procedural justice,
  2. How applying procedural justice principles in interactions with citizens can positively impact officer safety and mitigate the stresses and challenges of police work, and
  3. How procedural justice affects outcomes and increases police legitimacy, in particular in communities of color
  4. The necessity for law enforcement to support Procedural Justice
- C. **Learning Objectives:** Upon completion of this module, students will be able to:
1. Explain how utilizing procedural justice can support the objectives of police work and mitigate the challenges/stresses of police work
  2. Demonstrate retention of knowledge pertaining to procedural justice principles
  3. Understand that process is equally if not more important than the outcome.
  4. Explain how procedural justice can have a positive impact on their department

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

**D. PROCEDURAL JUSTICE**

1. Justice and procedural justice

**E. PROCESS MATTERS**

1. Citizens' assessment
2. Assessment = Outcome + Process
3. Role of procedural justice to perceptions of legitimacy
4. Quality of treatment and quality of decision-making

**F. VOICE**

1. Listening to the explanation, demonstrating understanding
2. Perspective being valued
3. Feeling of input and inclusion in the process
4. Nonverbal communication factors into voice
5. Perception is what counts
6. Supports officer safety and wellbeing

**G. NEUTRALITY**

1. Conveying neutrality through unbiased decision-making
  - a. Implicit bias introduction (agency options to introduce the topic.)
2. Showing decision is applied equally allows people to see neutrality
3. Explaining decision-making process contributes to transparency

H. The student will participate in a **Learning Activity** that will assess the negative impact of labeling on the community and law enforcement. A facilitated discussion will follow on the power of negative labels and the effects on how the police provide service to the community. Thereafter, the discussion will focus on how law enforcement can impact their officers' descriptive terms of their community.

**I. RESPECT**

1. Treating people with respect and dignity validates them as a human being
2. Respect for the person, respect for rights
3. Contributes to officer safety and voluntary compliance

**J. TRUSTWORTHINESS**

1. Intentions and character
2. Acting in a benevolent and caring way, showing that officer is trying to do what's best
3. Listening to people's accounts

**SANTA ANA POLICE DEPARTMENT**  
Principled Policing and Procedural Justice Course  
CCN#2490-12424  
4 Hours  
Developed 8/10/21

4. Explaining police actions showing awareness and sensitivity to people's concerns

**K. EXAMPLES AND PERSONAL STORIES**

1. Doctor example
2. Other examples

**L. RESEARCH**

1. Study of California street stops--- Quality of treatment (.59) and decision making (.17) matter more to citizen voluntary acceptance than the favorability of the outcome for the citizen (.12)
2. Fair vs. unfair treatment, good vs. bad outcomes

**M. CONCLUSION**

1. Test
2. Course Evaluation

**1.5 hour**