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):
  o Interviewing
  o Writing clear, concise, well-organized and thorough investigative reports
  o Communication
  o Planning
  o Collection and preservation of evidence
  o Conducting independent and objective investigations

• Review and/or Audit of Internal Investigations
  o Using matrices, timelines and relational database software to organize and conduct timely and thorough reviews of investigations
  o Basic auditing principles (Yellow Book)

The Public and Transparency
• Community Outreach
  o Holding meetings and keeping stakeholders informed
  o Receiving and processing stakeholder input

• Public Reporting
  o Tools/methods for making reports available to the public
  o Media relations
  o Public speaking

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

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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