

	<p style="text-align: center;">BRIDGEPORT POLICE DEPARTMENT</p> <p style="text-align: center;">POLICY AND PROCEDURE GENERAL ORDER</p>	Distribution	General Order Number
		ALL PERSONNEL	9.02
		Original Issue Date	Reissue/Effective Date
		10/20/20	11/5/20
Order Title: RECRUIT ACADEMY TRAINING		Accreditation Standard: POSTC: 1.13a, 1.13.3, 2.9.4, 3.9.5	Section
		9	
		Section Title	
		TRAINING	
Rescinds:		Rebeca Garcia, Chief of Police	

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE:

The purpose of this general order is to establish a written directive that describes the Bridgeport Police Department's procedures related to the basic recruit police officer academy training program of the Department.

II. POLICY:

It is the policy of the Bridgeport Police Department that all police officers of the Bridgeport Police Department will comply with the state mandated basic training certification of the Connecticut Police Officers Standard and Training Council (POSTC). The Department will review the training records of newly hired police officers prior to beginning Field Training. The purpose of such review is to determine how the prior training of the recruit officer meets the Department's standards for basic police training.

The Connecticut POSTC has established the criteria for the operation of basic police training throughout the State of Connecticut. Certification of a recruit by the Connecticut Police Training Academy shall serve as proof of compliance of the recruit with training standards promulgated by the Connecticut POSTC.

Officers who have been previously certified through other academies may be required to attend a portion of the Connecticut Police Training Academy, as determined by the Academy, prior to release to Field Training.

It is a condition of employment that all new Department police recruits must satisfactorily complete this basic training requirement and receive certification from the Connecticut POSTC. Recruits who fail to successfully complete the academy will not become sworn members of the

Department. Newly sworn officers will complete training as required by POSTC requirements prior to making an arrest or carrying a weapon, except as part of a formal FTO program.

III. PROCEDURE

A. Recruit Training Academy Administration

1. All police candidates for the Bridgeport Police Department shall be trained at the Bridgeport Police Academy or at a policy academy approved and certified by the State of Connecticut Police Officers Standard and Training Council (POSTC).
2. The Department coordinates with POSTC for training probationary officers and in providing certain in-service and other regulations, as adopted from time to time by POSTC.
3. The Commanding Officer of the Training Division shall maintain a liaison with POSTC staff and administrative members.
4. The Commanding Officer of the Training Division may provide input into the classes or the curriculum offered at the Policy Academy. This is done during informal discussion with Academy staff, formal communications, or through questionnaires issued from time to time by the Police Academy.
5. A probationary officer who fails to complete police certification requirements to C.G.S. § 7-294e may be terminated.

B. Recruit Training Academy Faculty

1. The Training Academy will be staffed as needed and may be changed based on the needs of the Department.

C. Relationship Between the Department and any Outside Training Academy

1. The State of Connecticut Police Officers Standard and Training Council (POSTC), has legally established all legal basic recruit certification and annual recertification requirements for all sworn officers in the State of Connecticut. The Department may utilize outside training academies for recruit, in-service, and specialized training. As a result, the OIC of Training shall serve as liaison between the Department and these other facilities. This liaison should include reviewing academy agendas for training and periodic review of recruit records. Records of the performance of the recruit member during each session are maintained by that academy and are available to the Department.

2. The Department's liaison with Connecticut POSTC, also acts to provide input concerning the overall recruit academy program. The staffing, facilities, instructors, or other resources required to operate the academy will be the responsibility of the academy; however, our Department may offer whatever services, such as staff, facilities, instructors, and other resources, that might assist the recruit academy.

D. Academy Orientation Handbook

1. The Bridgeport Police Academy provides an orientation handbook to all new recruits at the time the training academy program begins. The handbook provides information about:
 - a. The organization of the academy;
 - b. The academy rules and regulations;
 - c. The academy's rating, testing and value system;
 - d. Physical fitness and proficiency skill requirements; and
 - e. Daily training schedules.

E. Training on Agency Policies, Procedures, Rules, and Regulations

1. All Department employees will receive training in Department policies, procedures, rules and regulations as part of their Employee Orientation Program, and the Field Training and Evaluation Program.
2. The Employee Orientation Training Program for employees is designed to provide the employee with important information about the Department and certain job benefits prior to entering the Field Training and Evaluation Program. Civilian employees will receive an explanation of their job benefits from the City's Personnel Department, and will be required to complete in-service training on policies, procedures, rules and regulations by their respective Supervisor. Such training must be completed within one (1) year of the employee's date of hire. The specifics of this orientation will depend on the classification of the employee, and shall include, but is not limited:
 - a. *Standards of Conduct* (Rules and Regulations Manual)
 - b. *General Order Manual*
 - c. *Collective Bargaining Agreement* (except for non-unionized employees)
 - d. Department organization and tour of facility
 - e. Written Directive System
 - f. Employee Assistance Program
 - g. Ethics and conduct
 - h. Familiarization with the State Accreditation Program
 - i. Sexual Harassment in the workplace
 - j. Citizen complaint procedure

- k. Community Oriented and Problem Solving Policing
 - l. Victim/Witness Assistance Programs