91-003 Training Officer/Trainee Standards of Conduct

Los Angeles County Sheriff's Department

FIELD OPERATIONS DIRECTIVE

Field Operations Support Services

TRAINING OFFICER/TRAINEE STANDARDS OF CONDUCT

It is the policy of the Department that all Sheriff's Deputies newly assigned to a station shall be treated with the consideration and respect that is afforded to all peace officers.

The purpose, therefore, of this directive is to ensure that all Field Operations Regions trainees are provided with a positive training environment by their units of assignment.

Each unit commander will establish a work environment wherein no hazing or discourtesy shall occur. Moreover, all conditions of the **Training Officer-Trainee Principles** shall be followed.

To assist the unit commander in enforcing this mandate, the attached will be briefed by the Training Sergeant to every trainee/training officer partnership. Additionally, both parties will be given a copy of the attached Training Officer - Trainee Principles sheet.

All personnel assigned to a station will treat a deputy sheriff trainee with respect and courtesy. Any failure to comply with this directive shall be investigated, documented, and appropriately corrected.

TRAINING OFFICER-TRAINEE PRINCIPLES

It is accepted by all parties that the relationship between Field Training Officer and Patrol Trainee is one of the most important relationships between two individuals that exists within the Sheriff's Department. Future service to the community, to a large extent, begins with the lessons and examples provided by the Field Training Officer and the effort to learn and develop provided by the Patrol Trainee.

There are certain principles relating to the Training Officer-Trainee relationship which are deemed essential for the good of the concerned individuals, the organization and the community. These principles are considered by all the parties to this memorandum as inviolable.

The principles include the following:

- The Field Training Officer occupies this position after careful selection based on experience, fitness to train others, and demonstrated ability. The FTO's performance shall serve as a model to the trainee and embody Department philosophies and employ Department procedures.
- The Patrol Trainee represents an individual entrusted by the Department to act in the capacity of a peace officer serving the community but who, because of limited experience, is expected to participate fully in a formal training program.

- Both Training Officer and Trainee are viewed as highly valued members of the organization and must view one another in the same manner. Mutual respect is essential and a requirement in the relationship.
- The Training Officer, being empowered with the confidence of the Department, is in charge and will direct the activity of the Trainee at all times.
- Basic human dignity and the right to retain one's self-esteem must be respected by all parties. Police work is stressful by its very nature and the introduction of artificial stress, designed for no legitimate job-related purpose, is not appropriate. All parties recognize that the testing for job fitness and competency has value and pointless hazing has no value to the individual or the organization.
- The Training Officer and the Patrol Trainee will, to a large extent, contribute to the manner in which our Department serves the community in the future. A positive relationship between these two parties will set the tone of that service and cause the Department to be ultimately successful in this service.