



# ENHANCING LAW ENFORCEMENT RESPONSE TO DOMESTIC AND SEXUAL VIOLENCE

## FIVE THINGS SUPERVISORS CAN DO

- 1. ESTABLISH** a meaningful response to domestic and sexual violence as part of a comprehensive response to all crime victims:
  - Provide unit members with a written set of expectations.
  - Engage in ongoing dialogue with team members addressing how a victim-centered response to domestic/sexual violence supports the agency's values.
  - Reinforce these values by modeling behavior.
- 2. INCLUDE** expected responses to domestic and sexual violence in performance review and accountability processes:
  - Enhance annual performance review with ongoing evaluation of team members' response to victims of domestic/sexual violence (video review, report analysis, etc.)
  - Incorporate victim and external partner agency feedback in annual performance reviews.
  - Invest in opportunities for supplemental training based on team and individual performance.
  - Identify problematic behavior through data-driven accountability systems.
  - Fully utilize the agency's records management system (RMS) to improve officers' response and identify troubling patterns.
  - Provide positive, education-based support (counseling, mentoring, etc.) as appropriate, instead of defaulting to punitive discipline.
  - Hold officers accountable for poor performance and non-professional behavior.
- 3. ALLOCATE** adequate resources and staff:
  - Give team members time and resources, similar to those of other complex crimes, to promote effective response to domestic/sexual violence.
  - Acknowledge the challenging nature of these crimes and common misconceptions, and encourage creative, critical thinking.
  - Integrate system and community-based victim advocates in training and clarify their role(s) in investigations.
- 4. IDENTIFY** and engage champions:
  - Provide team members who have an interest in domestic/sexual violence with leadership and advanced training opportunities.
  - Allow specialized assignments, such as temporary duty with the domestic/sexual violence unit, to enhance skills and knowledge.
  - Celebrate successes and acknowledge missteps as learning opportunities.
- 5. ADDRESS** resistance by demonstrating the value of a victim-centered response to domestic and sexual violence:
  - Anticipate challenges in gaining buy-in by creating opportunities for dialogue that sincerely and consistently address concerns.
  - Identify the root cause of concerns by inquiring about reasons for resistance and allow for feedback.
  - Set achievable goals and expectations.
  - Provide additional training as necessary to ensure a thorough understanding.