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.