



# ENHANCING LAW ENFORCEMENT RESPONSE TO DOMESTIC AND SEXUAL VIOLENCE

## GAINING BUY-IN, BUILDING TRUST, AND OPERATIONALIZING VALUES

Agency leadership sets clear expectations for a victim-centered response to domestic and sexual violence. The following actions can support agency leadership in building trust, operationalizing values and obtaining buy-in from agency members and outside partners.

### CLEARLY OUTLINE AGENCY STANDARDS FOR RESPONDING TO DOMESTIC AND SEXUAL VIOLENCE:

- Clarify terminology such as *trauma-informed and victim-centered* in the context of the daily work of agency staff and ensure that all partners are on the same page.
- Use opportunities such as roll call to discuss agency standards related to domestic and sexual violence.
- Feature specific expectations about the response to, and the investigation of, domestic and sexual violence in the field training officer program.

### IDENTIFY, ENGAGE AND REWARD INTERNAL CHAMPIONS:

- Seek out staff from across the agency and at multiple ranks with strong backgrounds in responding to *domestic and sexual violence* and involve these staff in developing strategies to implement trauma-informed, victim-centered, and offender-focused policies and procedures.
- Delegate authority and support growth by sending internal champions, regardless of tenure or rank, to specialized or advanced training and providing mentoring and coaching.
- Foster leadership opportunities, which may include participation in multiagency teams, creating training bulletins, developing roll call or in-service training, analyzing data and agency statistics, reviewing/creating policy, and conducting *agency audits*.

### CREATE EXPECTATIONS AND IDENTIFY BENCHMARKS TO PROMOTE INDIVIDUAL AND AGENCY EXCELLENCE:

- Create performance indicators that align with agency core values and vision and assess for trauma-informed, victim-centered, and offender-focused response in annual and promotional reviews.
- Equip supervisors with the knowledge to *guide and oversee agency staff in their response to and investigations of domestic and sexual violence*.
- Implement routine coaching and mentoring by immediate supervisors that includes reviews of written reports and *victim interviews*.
- Evaluate officer response, supported by victim feedback gathered through surveys, and discussion with victim service providers.
- Establish and implement clear consequences for failure to demonstrate agency values and priorities as established in agency procedures and policies.

### COLLABORATE WITH EXTERNAL PARTNERS AND SUBJECT MATTER EXPERTS:

- Collaborate, coordinate and seek *feedback from system and community partners* such as victim advocates, forensic nurse examiners, prosecutors and survivors through formal processes such as multidisciplinary teams, surveys and informal communication.
- Establish MOUs with clearly defined roles, functions, and responsibilities, where there are formal partnerships. Annually revisit and discuss these MOUs to ensure objectives are being met.
- Work with system and community partners to host cross-system and multidisciplinary training.
- Create opportunities for survivors to provide agency feedback and input anonymously through victim advocates to preserve victim privacy.
- Recognize and celebrate agency and community partnership successes.

For additional resources, visit: [www.theiacp.org/GenderBasedViolence](http://www.theiacp.org/GenderBasedViolence).

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