



# Peer Intervention Training

# What is Peer Intervention Training?



- ❖ Peer intervention training teaches you how to **prevent, reduce** or **stop** harm.
- ❖ You may need to intervene **before, during** or **after** an event.
- ❖ It is a tool to help **save careers** and **save lives**.

*If you SEE something, SAY something*





*Loyalty – Courage – Integrity*



# Our Approach

To give employees the skills they need to intervene safely and effectively



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# Learning Outcomes:



Recognize when an intervention may be needed and provide strategies on how to best intervene



Demonstrate how to intervene effectively and safely and practice these skills through role play scenarios



Understand the importance of accepting an intervention



Build a healthy culture that expects and accepts intervention, at all ranks, to prevent mistakes, misconduct and promote wellness



# Other Applications of Active Bystandership



- ❖ The application of active bystandership principles to modern problems is not new.
- ❖ The principles of peer intervention have been explored and applied in a number of contexts.
- ❖ **We describe some examples here:**





Peer intervention really works, and it does not only apply to policing. Does anyone recognize this ad?



**MADD**<sup>TM</sup>  
Activism | Victim Services | Education



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# Other successful Peer Intervention Programs



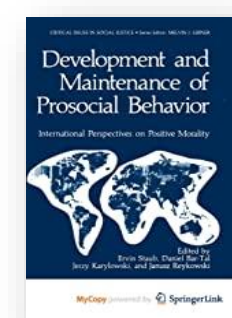
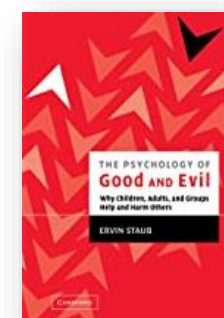
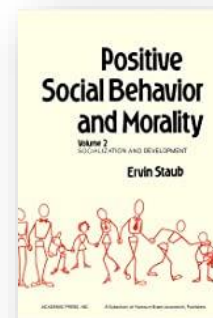
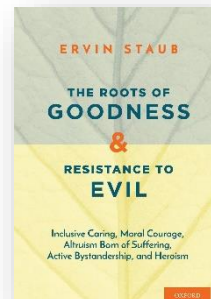
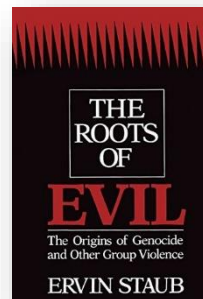
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# Founding Principles



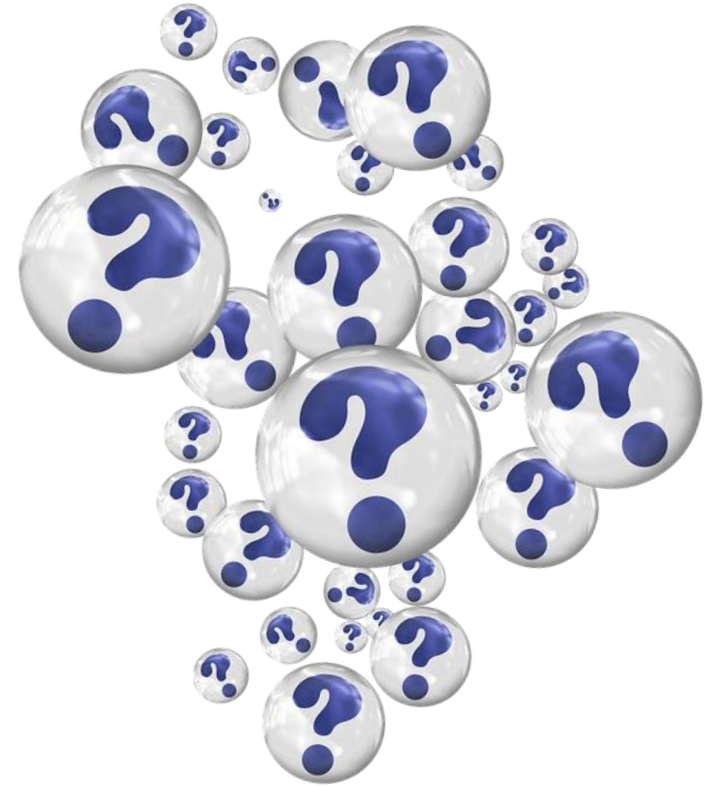
**Dr. Ervin Staub**



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# Benefits

What are the benefits of  
Peer Intervention training?



# Benefits of Peer Intervention Training



- ❖ Fewer citizen complaints
- ❖ Fewer instances of misconduct
- ❖ Decrease in the use of force
- ❖ Increase in officer safety and wellness
- ❖ Fewer disciplinary issues
- ❖ Increased retention of employees
- ❖ Increased trust from the community
- ❖ Increased internal trust
- ❖ Increase in job satisfaction





3 Values to Being a

# HERO

Loyalty

Integrity

Courage



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# Loyalty



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Courage



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Integrity



Photo credits: Myscha Baer

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# Raise your hand activity



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# TARGET



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# HARM DOER



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# PASSIVE BYSTANDER



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# ACTIVE BYSTANDER



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2018-07-25 T00:56:33Z  
AXON BODY 2 X9114901



We're just looking for a guy that had a gray shirt...

FOX  
13  
NEWS

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Did he act alone?



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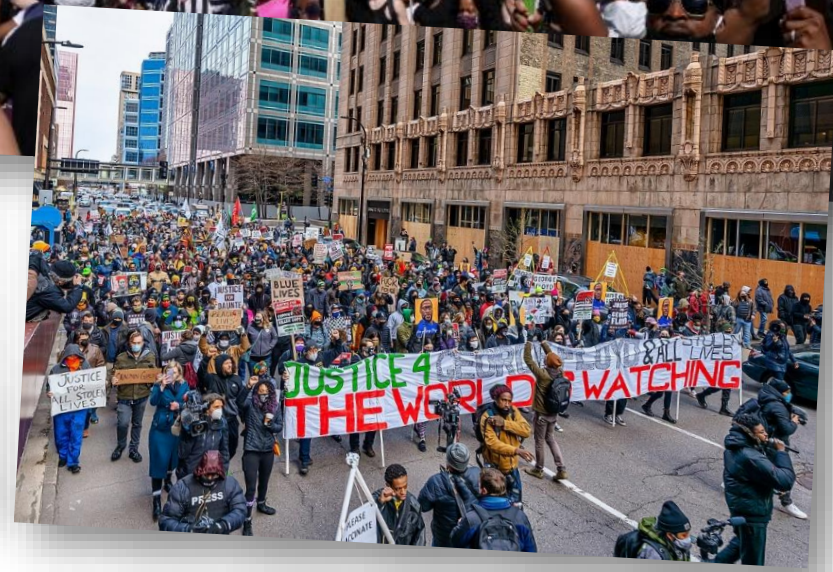
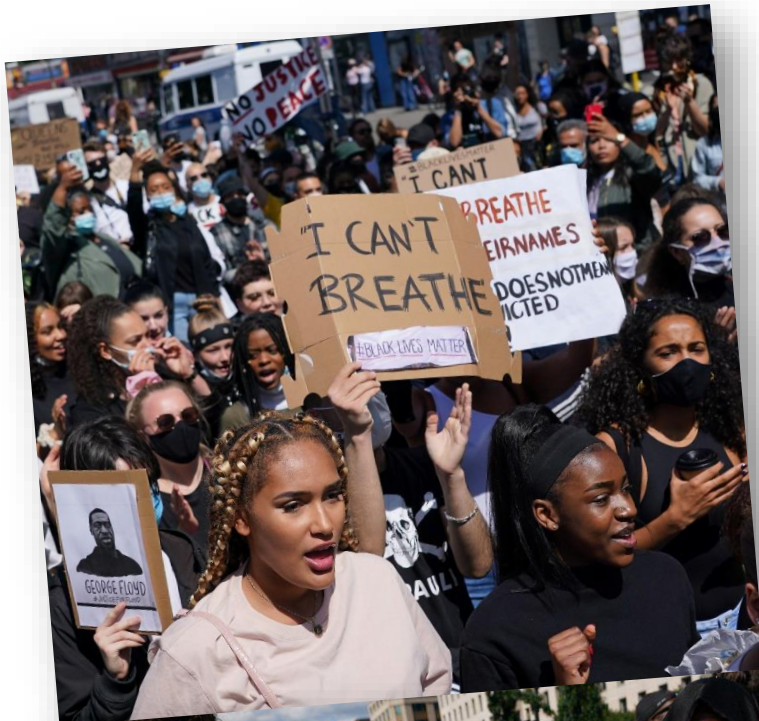


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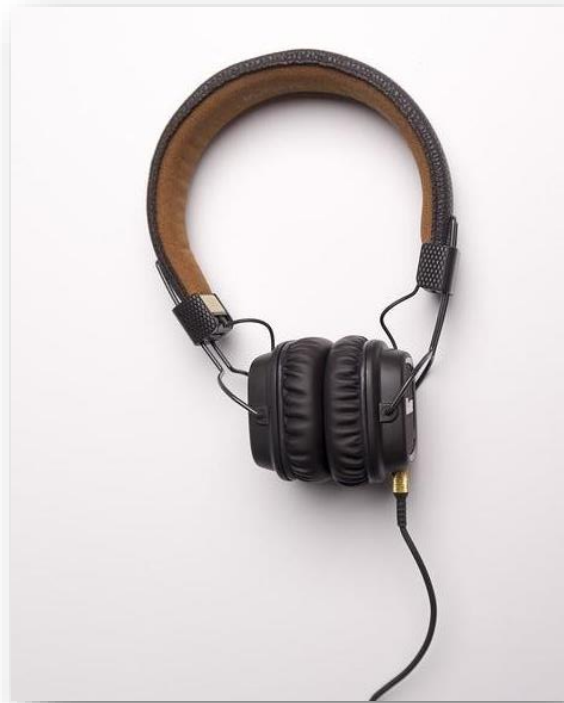




Loyalty – Courage – Integrity



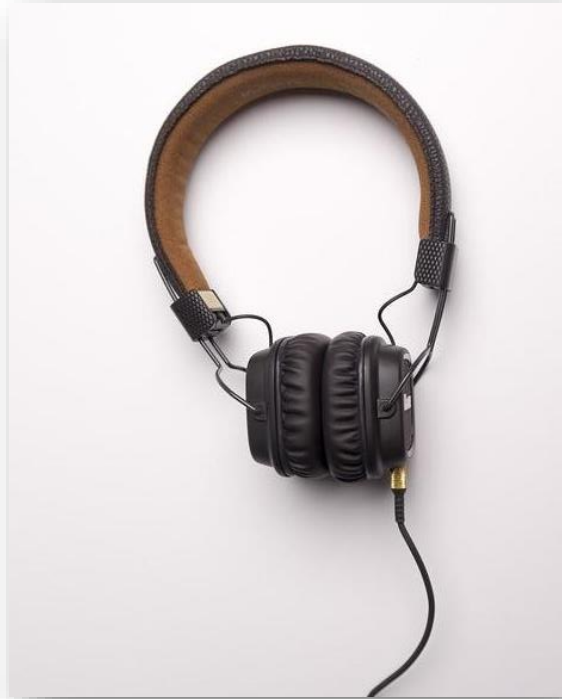
# Recording



- ❖ Minutes into the arrest, Lane asked, “**Here, should we get his legs up, or is this good?**”
- ❖ “**Leave him,**” Chauvin said.
- ❖ A few moments later, as recorded on Lane’s body camera, Lane asks another question about repositioning Floyd’s body, only to be rebuffed:
- ❖ Lane: “**Should we roll him on his side?**”
- ❖ Chauvin: “**No, he’s staying put where we got him.**”
- ❖ Lane: “**OK. I just worry about excited delirium or whatever.**”
- ❖ Chauvin: “**Well that’s why we got the ambulance coming.**”
- ❖ Lane: “**OK, I suppose.**”



# Recording



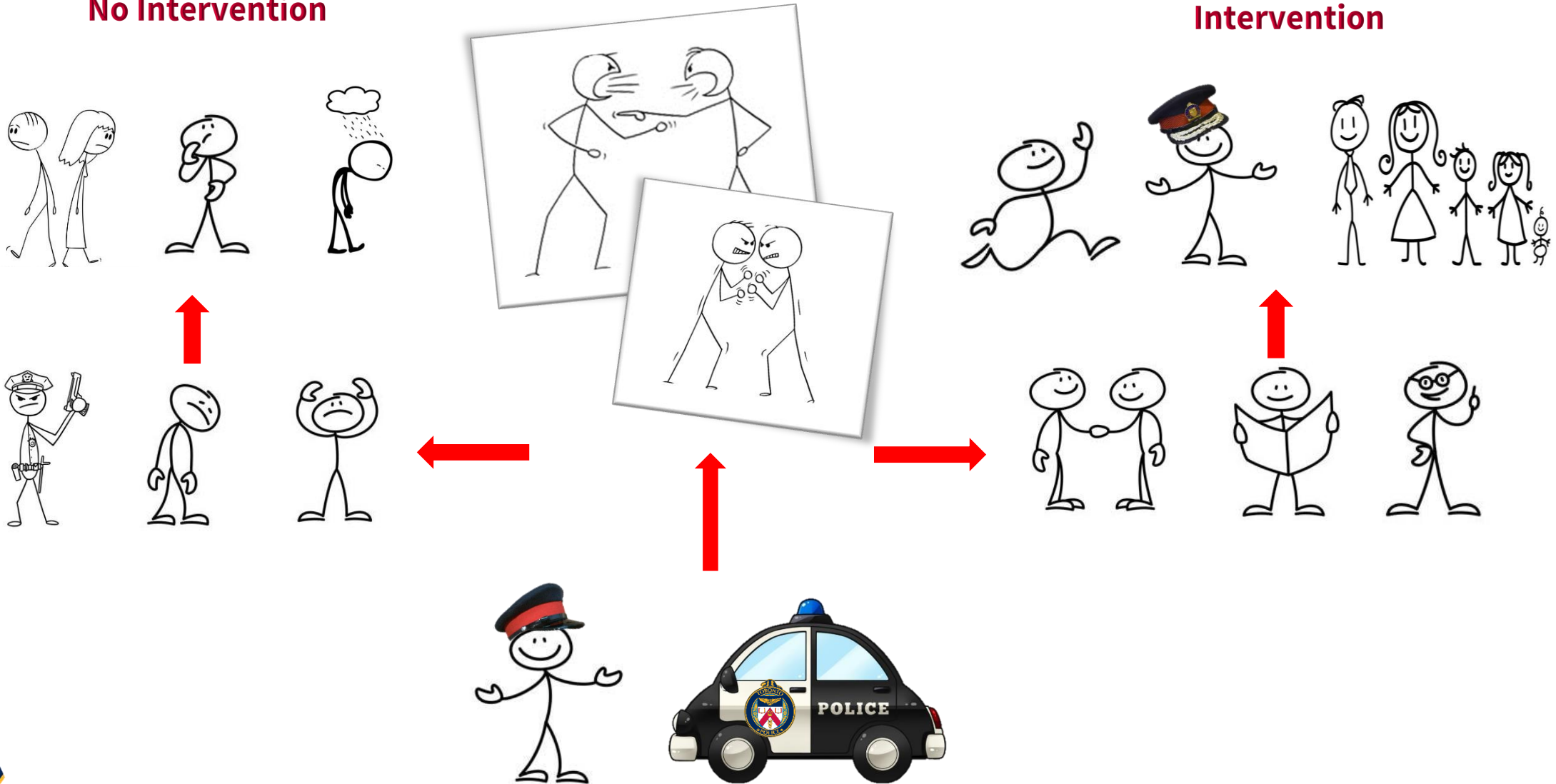
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- ❖ “Should we roll him on his side?”
- ❖ “OK. I just worry about excited delirium or whatever.”
- ❖ “OK, I suppose.”



# Career Path Flow Chart

**No Intervention**

**Intervention**



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# Group Size

Does group size impact ones likelihood of helping?



# The Bystander Effect

The term ***bystander effect*** refers to the phenomenon in which **the greater the number of people present, the less likely people are to help a person in distress.**









**KITTY GENOVESE MURDER**

**WHAT HISTORY GOT WRONG**

**CNN**  
6:50 AM PT  
SMERCONISH

**ALL THE CITY'S NEWS** **DAILY NEWS**  
NEW YORK'S HOMETOWN NEWSPAPER

# Kin see Kitty's killer

**THE KITTY GENOVESE FILE**  
**Crowd Applauds As Queens Jury Dooms Moseley**  
**Knifed Barmaid Dies in Mystery**  
**A Nighttime Urge to Slay: Held in Killing of 2 Women**

**He asks new trial amid their glares**

By ROBERT GEARTY and CORKY SIEMASZKO  
Daily News Staff Writers

The killer of Kitty Genovese took the witness stand yesterday in a moment of high courtroom drama, seeking a new trial more than three decades after the slaying that became a symbol of urban apathy.

Members of the Genovese family sat in the first row and the first time they have seen him — as he testified in Brooklyn Federal Court that 1964, slaying had not effectively represented him.

Moseley, wearing blue prison clothes, leafed through legal papers during the testimony of Genovese's oldest brother and Moseley's former lawyer, Sidney Sparrow. He barely made eye contact with his victim's three brothers and sister.

Moseley, 60, charged that Sparrow had a conflict of interest because he had represented Kitty Genovese on a minor gambling charge.

Moseley confessed to stalking and fatally stabbing Genovese, 26, in Kew Gardens-Queens — even as 38 neighbors ignored her cries for help.

Slender but powerfully built, with close-cropped hair going gray, Moseley said yesterday that police beat his confusion out of him.

After yesterday's hearing, Frank Genovese Jr., who has called for Moseley's execution, said he found himself grappling with unexpected emotions after seeing the killer.

"It's like an emotional roller coaster," said Genovese, the last witness to testify. "You go from extreme anger to compassion for another human being."

During a court break, Genovese's sister, Susan Wake-man, said: "The first time he came in he looked right at me, just for a brief instant. I do really want to tell him what I think of him. But I don't think he knows."

Moseley, speaking softly, testified under questioning by his lawyer, Barry Rhodes, said that Sparrow "saw Kitty Genovese as something to write about and make money. He wanted my cooperation."

Earlier, Sparrow, 65, testified that there was no conflict of interest. "I gave him my best... I felt no animosity toward Mr. Moseley. I detested some things he did."

**PRESENT HE Brooklyn Fed**

**Family**

The side door of Genovese Wake-man saw the convicted of murder years before. She was sure that for just an instant he looked directly at her.

Susan watched from behind sunglasses, no blinking once as Winston Moseley crouched in the courtroom in prison blues. His sneaked step had a slight lean arms swung loose were dull. His face was

**"37 WHO SAW MURDER DIDN'T CALL THE POLICE"**

*- The New York Times*

March 27, 1964

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# The Bystander Effect



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# Circumstances where you may need to intervene



Everyone has a duty and a responsibility to intervene **if they see harm occurring or about to occur.**

**Examples may include.....**

- ❖ Misconduct
- ❖ Harassment/Sexual Harassment
- ❖ Unethical and discriminatory behaviour
- ❖ Bullying
- ❖ Racism
- ❖ Gender discrimination
- ❖ Microaggressions (culturally, racially, sexually, etc...)
- ❖ Ageism
- ❖ Etc.....



# Evolved Brain vs Primitive Brain

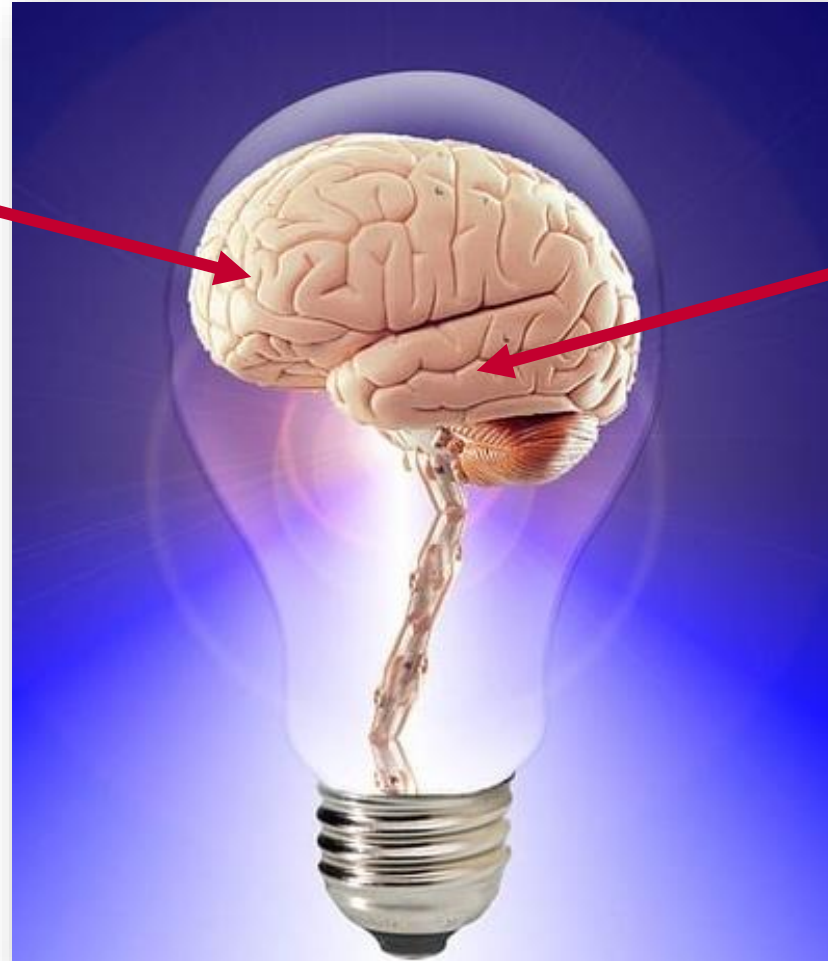
## Evolved Brain

- ❖ Reason
- ❖ Rational
- ❖ Learning strategy
- ❖ Non Reactionary
- ❖ Learning

## Primitive Brain (FFF)

### SAD HATS

- ❖ Sick
- ❖ Alcohol
- ❖ Drugs
- ❖ Hunger
- ❖ Anxiety
- ❖ Tired
- ❖ Stress



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# Inhibitors

&

# Motivators

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# Inhibitors

This is what the experts say.....

**Pluralistic  
Ignorance**

**Diffusion of  
Responsibility**

**Ambiguity/  
Confusion**

**Hesitance to  
Cross Boundaries**

**Isolation**

**Fear of Being  
Wrong**

**Absence of  
Empathy** (us vs them)

**Cost of Helping**

**Retaliation**

**Lack of  
Knowledge/Skill**



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# Le Pick Pocket



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# Video Discussion

- ❖ What inhibitors were at play?
- ❖ What could the people who saw this happen have done?



# Who is harmed when we fail to intervene?



- ❖ Community members
- ❖ Individual officers
- ❖ Law enforcement departments / agencies
- ❖ Family members of law enforcement officers
- ❖ Family members of community members
- ❖ Profession of law enforcement
- ❖ Law enforcement officers everywhere
- ❖ The relationship between law enforcement and communities



# What Encourages us to Act?



- ❖ **Empathy** This is putting yourself in another's shoes.
- ❖ **Responsibility for others** This is the feeling or belief that / am personally responsible for other people's wellbeing.
- ❖ **Inclusive caring** This is caring about people other than those you closely identify with.
- ❖ **Feeling confident in how to intervene** Training can help with this
- ❖ **Having a culture that supports intervention at all ranks** When intervention is expected and accepted people will be more likely to intervene.





# The 3 D's of Intervention: How you can be a **HERO**

Direct

Take action!  
Directly intervene and  
address the situation.  
Voice your concern  
and be firm

Distract

Divert attention.  
Interrupt the situation  
without directly  
confronting the  
offender

Delegate

Involve others.  
Delegate intervention to  
someone who might be  
in a better position to  
deliver the message





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# Intervention Techniques you can use



- ❖ Nonverbal signs to cease behavior
- ❖ Verbal de-escalation; directives to stop behavior
- ❖ Subtle physical intervention
- ❖ Recruit other bystanders to help intervene
- ❖ Diversion
- ❖ Separating involved parties
- ❖ Calling in a supervisor or back up to support intervention
- ❖ If needed, physically restrain officer/coworker







Sandy Armenta

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# Video Discussion



- ❖ Did this situation require an intervention?
- ❖ What type of intervention technique was used?
- ❖ What did the intervening officer do well?
- ❖ What would you have done in this situation?



# Keys to an effective intervention



- ❖ Show that you care.
- ❖ Intervene the way that you would want to be intervened upon.
- ❖ Recognize that other bystanders probably feel similarly. If possible, recruit them to help/join you.
- ❖ Approach the person in a calm, nonjudgmental way.
- ❖ Target the behavior and not the person.







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# Video Discussion



- ❖ Did this situation require an intervention?
- ❖ What type of intervention technique was used?
- ❖ What did the intervening officer do well?



## Practicing intervention helps us not hesitate when that crucial decision needs to be made.

For immediate decision making to be possible you need two very important things:



### 1. Training

To provide you with the proper skills  
needed to intervene



### 2. Culture

One where intervention is expected and  
accepted





# Five Stages of Intervention

# REACT



**R**ecognize

Recognize and identify the situation and the need to intervene



**E**valuate

Determine whether the situation requires immediate or post incident intervention and decide how to intervene



**A**ction

Intervene! Take the necessary actions to ensure the safety of all involved parties



**C**ompassion

Have compassion for all parties involved including the harm doer



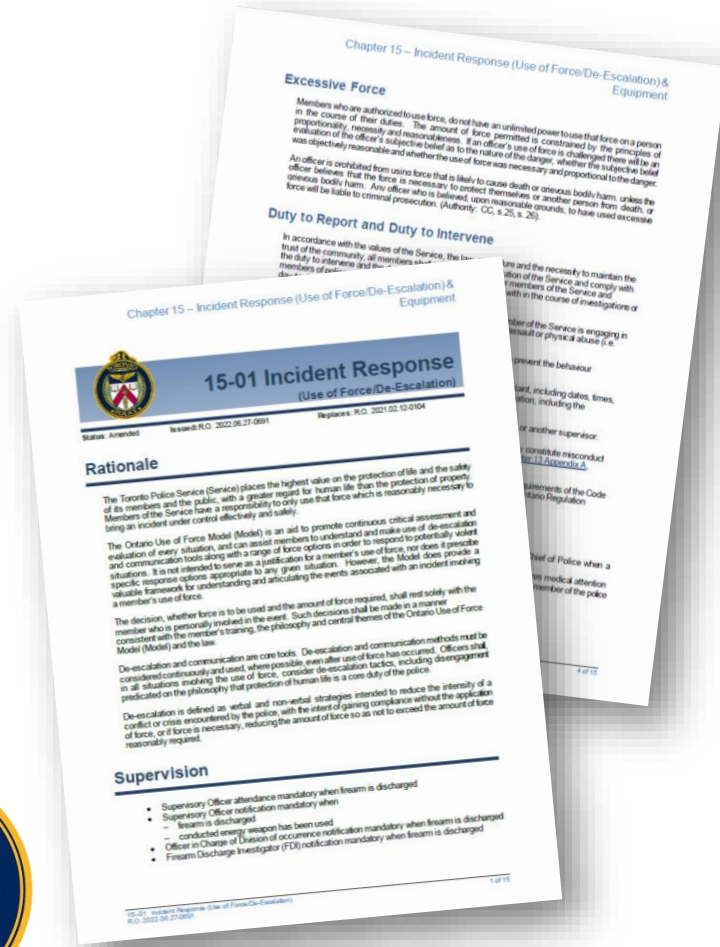
**T**alk

Debrief and discuss the situation. Learn, grow and evolve



*Courage, Loyalty, Integrity*

# Procedure 15-01 Duty to Report and Duty to Intervene



- ❖ In accordance with the values of the Service, the law, procedure and the necessity to maintain the trust of the community, **all members shall safeguard the reputation of the Service and comply with the duty to intervene and the duty to report misconduct of other members of the Service** and members of police services that the Service may be partnered with in the course of investigations or day-to-day activities.
- ❖ Any member who has a clear reason to believe that another member of the Service is engaging in conduct that constitutes misconduct including, but not limited to, assault or physical abuse (i.e. excessive use of force) involving any person, shall:
  - ❖ (a) Where feasible, intervene and take reasonable steps to prevent the behaviour from continuing;
  - ❖ (b) Record details of the incident and substance of the complaint, including dates, times, locations, other persons present and other relevant information, including the presence of video and/or other evidence; and
  - ❖ (c) Report the incident forthwith, to their immediate supervisor, or another supervisor.
- ❖ Under the *PSA*, failure to report the misconduct of another member, may constitute misconduct and may be subject to discipline as outlined in Service Procedure - Chapter 13 Appendix A, entitled "Unit Level Criteria/Conduct Penalties"
- ❖ In addition to this Procedure, sworn members shall abide by applicable requirements of the Code of Conduct, Code of Offences and Conduct Requirements as outlined in Ontario Regulation 268/10 (O. Reg. 268/10) made under the *PSA*.

# Contravention of Service or Legislative Governance and/or Misconduct

## 1.3 Contravention of Service or Legislative Governance and/or Misconduct

Failure by members to comply with any of the provisions of the Service or Legislative Governance without lawful excuse shall be deemed to be disobeying, omitting or neglecting to carry out a lawful order and will be subject to discipline, which may include suspension and/or dismissal.

Members shall report to a supervisor, a Unit Commander or the Unit Commander of Professional Standards as soon as practicable:

- (a) when aware of a member who they reasonably believe:
  - (i) failed or apparently failed to follow a mandatory course of action prescribed in any Service Governance,
  - (ii) contravened or apparently contravened the section of the Police Services Act entitled 'Misconduct', Ontario Regulation 268/10 made under the Police Services Act, or the Human Rights Code,
  - (iii) contravened or apparently contravened any statute or regulation;
- (b) (i) whenever they are charged with a criminal offence, other than a violation of the Highway Traffic Act for which a fine is provided, or
- (ii) whenever they are charged with a criminal offence, or
- (iii) whenever they are charged with a criminal offence, or

## Contravention of Service or Legislative Governance and/or Misconduct

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## STANDARDS OF CONDUCT

Status: Amended  
Issued: R.O. 2022.05.17-0505  
Replaces: R.O. 2020.03.10-0285

### Foreword from the Chief of Police

[Update Coming Soon]

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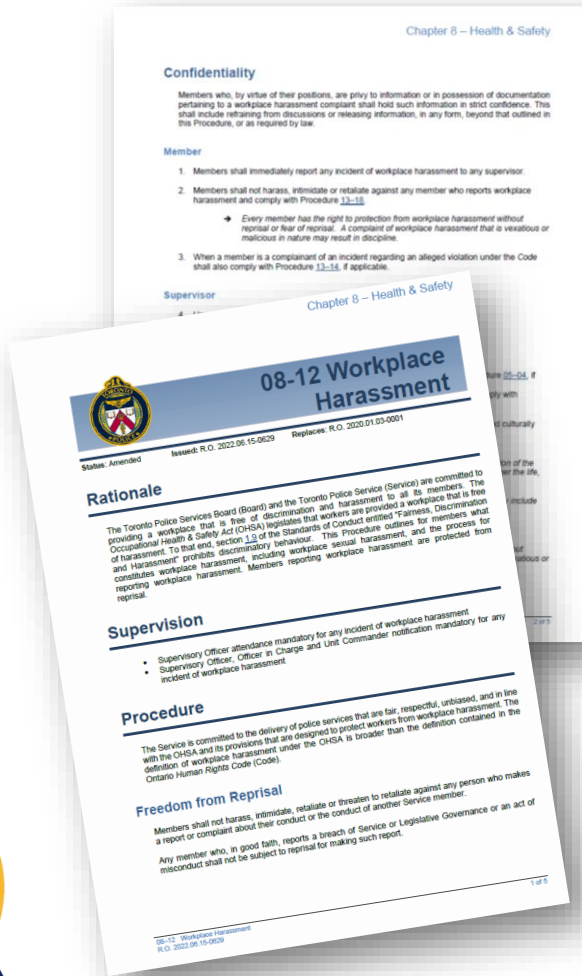
# Procedure 08-12 Workplace Harassment

## Procedure

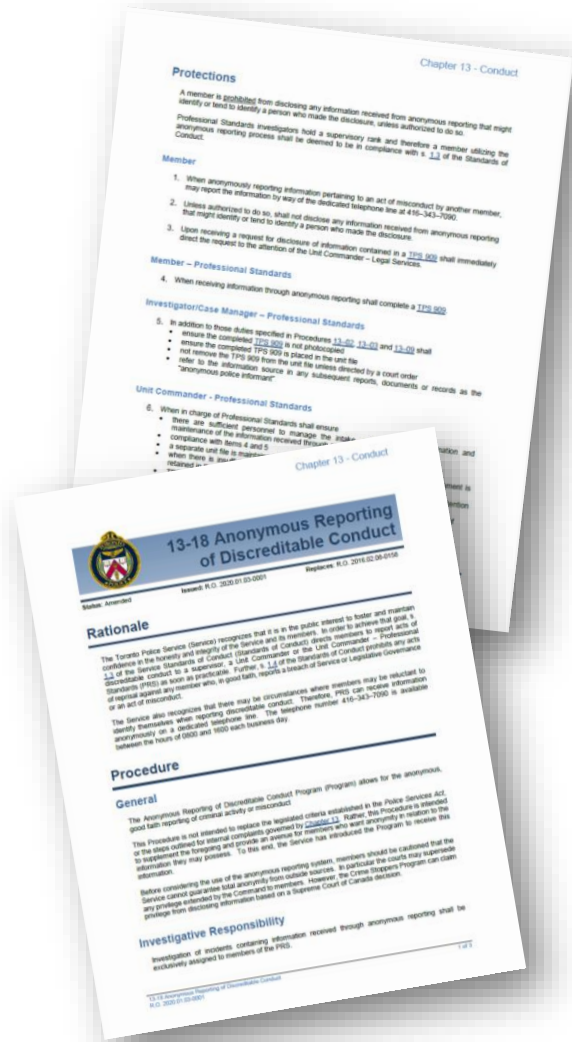
The Service is committed to the delivery of police services that are fair, respectful, unbiased, and in line with the OHSA and its provisions that are designed to protect workers from workplace harassment. The definition of workplace harassment under the OHSA is broader than the definition contained in the Ontario Human Rights Code (Code).

## Freedom from Reprisal

Members shall not harass, intimidate, retaliate or threaten to retaliate against any person who makes a report or complaint about their conduct or the conduct of another Service member. Any member who, in good faith, reports a breach of Service or Legislative Governance or an act of misconduct shall not be subject to reprisal for making such report



# Procedure 13-18 Anonymous reporting of Discreditable conduct



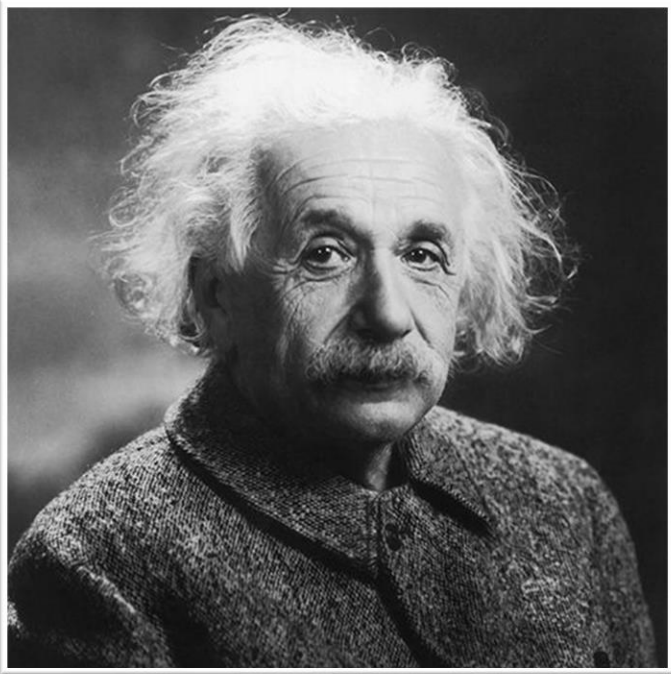
## RATIONALE

- ❖ The Toronto Police Service (Service) recognizes that it is in the public interest to foster and maintain confidence in the honesty and integrity of the Service and its members. In order to achieve that goal, s. 1.3 of the Service Standards of Conduct (Standards of Conduct) directs members to report acts of discreditable conduct to a supervisor, a Unit Commander or the Unit Commander – Professional Standards (PRS) as soon as practicable. Further, s. 1.4 of the Standards of Conduct prohibits any acts of reprisal against any member who, in good faith, reports a breach of Service or Legislative Governance or an act of misconduct. The Service also recognizes that there may be circumstances where members may be reluctant to identify themselves when reporting discreditable conduct. Therefore, PRS can receive information anonymously on a dedicated telephone line. The telephone number **416-343-7090** is available between the hours of 0800 and 1600 each business day.

## PROCEDURE

### GENERAL

- ❖ The Anonymous Reporting of Discreditable Conduct Program (Program) allows for the anonymous, good faith reporting of criminal activity or misconduct. This Procedure is not intended to replace the legislated criteria established in the Police Services Act, or the steps outlined for internal complaints governed by Chapter 13. Rather, this Procedure is intended to supplement the foregoing and provide an avenue for members who want anonymity in relation to the information they may possess. To this end, the Service has introduced the Program to receive this information. Before considering the use of the anonymous reporting system, members should be cautioned that the Service cannot guarantee total anonymity from outside sources. In particular the courts may supersede any privilege extended by the Command to members. However, the Crime Stoppers Program can claim privilege from disclosing information based on a Supreme Court of Canada decision



The world is a dangerous place,  
not because of those who do  
evil, but because of those who  
look on and do nothing.

Albert Einstein

