

# TRANSPARENCY AND IMPARTIAL POLICING 2023



**CHIEF OF POLICE**  
**MICHAEL STANLEY**

## **TRANSPARENCY AND IMPARTIAL POLICING**

Campus safety is achieved only when law enforcement and community partner together to reduce crime and the fear of crime. Sustainable partnerships are built upon a foundation of trust and transparency. Montana State University Police Department (UPD) strives to rank among the safest campuses in the country. UPD endeavors to bolster the transparency of our operations by providing timely and accurate information. UPD has adopted a collaborative approach with our stakeholders and community members related to common areas of concern.

The UPD embraces diverse perspectives and has a duty to enforce the constitutional rights of all citizens. Officers responding to a call for service are expected to impartially and factually document and investigate all reported crimes. The UPD does not discriminate based on political affiliation, race, religion, age, sexual orientation, or other bias. All members shall observe and comply with every person's clearly established rights under the United States and Montana Constitutions. The UPD does not engage in political activities, endorse candidates, or release political statements. We are proud representatives of the Montana University System (MUS) and reflect the values of our community by providing equal protection and service to all.

We trust the information provided thoroughly communicates our efforts to provide quality law enforcement services to community members by placing the highest value on professional service, best practices, constitutional protections, and the sanctity of human life.

## AT A GLANCE: MSUPD 2023 STATISTICS

### STATISTICAL SUMMARY

In 2023, the Montana State University Police Department responded to 30,486 calls for service. These calls, both proactive and reactive resulted in 1,628 police reports, 152 accident reports, 188 traffic citations, 80 traffic warnings, 346 conduct referrals, 390 misdemeanor cases, and 6 felony cases.

STATISTICS	
TOTAL CALLS FOR SERVICE	30,486
POLICE CRIME REPORTS	1,628
ACCIDENT REPORTS	152
TRAFFIC CITATIONS	188
TRAFFIC WARNING	80
CONDUCT REFERRALS	346
MISDEMEANOR CASES	390
FELONY CASES	6

USE OF FORCE	
SOFT EMPTY HANDS	11
HARD EMPTY HANDS	2
IMPACT WEAPONS	0
CHEMICAL SPRAY APPLICATIONS	0
TASER DEPLOYMENTS	0
USE OF FIREARMS	0

INVESTIGATIONS	
TOTAL CASES	1,628
ACTIVE	16
CLOSED	1,612
THREAT ASSESSMENTS	1

OFFICER COMPLAINTS	
FOUNDED	4
UNFOUNDED	3

ENFORCEMENT ACTIVITY (Race/Ethnicity)	CITATIONS	ARRESTS
WHITE, NON-HISPANIC	321	36
WHITE, HISPANIC	21	3
NATIVE AMERICAN, NON-HISPANIC	8	5
NATIVE AMERICAN, HISPANIC	5	1
BLACK, NON-HISPANIC	10	1
BLACK, HISPANIC	0	0
ASIAN, NON-HISPANIC	3	0
ASIAN, HISPANIC	0	0
UNSPECIFIED HISPANIC	2	1
UNSPECIFIED, NON-HISPANIC	2	0
UNKNOWN	21	0
GENDER		
FEMALE	105	10
MALE	284	37
UNSPECIFIED	2	0
UNKNOWN	2	0

## Use of Force Reduction Measures

Recently, police response policies and reform have received widespread attention. Montana State University Police Department has proactively adopted policies geared towards reductions in use of force. Please utilize the quick reference chart below which reflects how UPD addresses use of force issues.

DE-ESCALATION	EXHAUST ALL OPTIONS	USE OF FORCE WARNING	USE OF FORCE CONTINUUM
<p>De-escalation training and strategies are practiced by all members of UPD.</p> <p>UPD Policy 306.5. K states: When circumstances reasonably permit, officers shall use non-violent strategies and techniques to decrease the intensity of the incident.</p> <p>UPD has 20 Crisis Intervention Team (CIT) officers to monitor and respond to situations involving a mental health crisis.</p>	<p>UPD officers are trained to exhaust all available alternatives to reduce use of force incidents and only utilize the reasonable level of force necessary to the threat presented.</p>	<p>UPD Policy 306.5.C states: When reasonable, the officer shall, prior to the use of force, make efforts to identify him/herself as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts.</p> <p>UPD situation-based training includes the use of verbal commands and warnings.</p>	<p>UPD trains officers to base use of force decisions on the level of threat presented. Officers are expected to appropriately regulate the application of force along force continuum based on the threat presented.</p> <p>UPD Policy 306.5.A states: officers shall use only that amount of force that appears reasonably necessary and circumstances reasonably perceived by the officer, at the time of the incident, to accomplish a legitimate law enforcement purpose.</p>
CAROTID RESTRAINTS	DUTY TO INTERVENE	SHOOTING AT MOVING VEHICLES	USE OF FORCE REPORTING
<p>UPD Policy 306.5.I states: Officers are prohibited from using any form of a vascular neck restraint.</p>	<p>UPD Policy 306.9 states: Any officer observing another officer of the UPD or another law enforcement agency using force that is clearly beyond that which is objectively reasonable under the circumstances shall attempt to intervene to prevent the use of unreasonable force by the other party, as soon as reasonably possible. Any officer who observes another officer (sworn or non-sworn) use force that is potentially beyond that which is objectively reasonable under the circumstances should report these observations to a supervisor as soon as possible.</p>	<p>UPD Policy 306.5.H states: Firearms shall not be discharged at a moving vehicle except under the following conditions:</p> <ol style="list-style-type: none"> <li>1. A person in the moving vehicle is threatening the officer or another person with potentially deadly force.</li> <li>2. When the vehicle is being driven in a manner that is deliberately intended to strike another person, including an officer. In such cases, the officer shall consider other reasonable means including moving out of the path of the vehicle when feasible prior to discharging a firearm.</li> </ol>	<p>UPD Policy 306.11 states: Officers shall complete a report of any use of force incident including:</p> <ol style="list-style-type: none"> <li>1. Use of Lethal or Less Lethal weapons (excluding during training or recreation)</li> <li>2. Accidental discharges of lethal and less lethal weapons</li> <li>3. Any use of physical force required to take control of a subject. The use of handcuffs, shackles and waist chains does not constitute a use of force when the subject is compliant.</li> </ol>

## Anti-Bias Training + Expectations

### TRAINING

As a Montana law enforcement agency, all Montana State University Police employees (sworn and civilian) are required to complete anti-bias training.

UPD last completed anti-bias training in January 2023, and this training will continue annually. Implicit bias awareness training may be provided by the MSU Office of Diversity and Inclusion or an external contracted service provider.

Anti-bias and implicit-bias training may include lectures, discussions, scenarios, and group exercises. The specific intent of the training is to:

- Understand that all people have biases
- Understand the impact of implicit bias on perception and response.
- Understand the effectiveness of fair & impartial policing
- Recognize conscious and implicit biases
- Develop and enforce unbiased behavioral responses.

### EXPECTATIONS

UPD values the confidence that community members place in our agency to provide professional law enforcement services. As previously stated, a climate of trust is required to ensure this legitimacy is maintained. Our core values consist of professionalism, openness, leadership, integrity, community, and excellence. UPD employees are always expected to reflect these core values. All complaints involving personal and professional misconduct are investigated and immediately addressed. Every member of this department shall perform their duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a supervisor. Members should, when reasonable to do so, intervene to prevent any bias-based actions by another member.

Racial or bias-based policing is strictly forbidden by Montana state law (44-2-117, MCA) and UPD policy (202.30: Bias-Based Profiling and Policing). Anti-bias and cultural awareness training must be certified by the Montana Public Officer Standard and Training Council (44-2-117, MCA). The Montana State University Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

View Related Policies:

[Policy 202.30: Bias-Based Profiling and Policing](#)

[Policy 202.31: Duty To Intervene](#)

## Body-Worn Cameras

Body-worn cameras provide an additional layer of accountability for law enforcement officers/parking service officers and community members. All UPD uniformed officers and parking service officers are equipped with body-worn cameras. Officers are required to utilize body-worn cameras to properly document all field contacts involving actual or potential criminal conduct within audio and video range to include:

- Traffic stops (including, but not limited to, traffic violations, stranded motorist assistance and all crime interdiction stops)
- Priority responses
- Vehicle pursuits
- Suspicious vehicles
- Arrests
- Vehicle searches
- Physical or verbal confrontations or use of force
- Pedestrian checks
- Driving while under the influence (DUI) investigations, including field sobriety Tests
- Consensual encounters
- Crimes in progress
- Responding to an in-progress call
- All self-initiated enforcement activity in which an officer would normally notify the Communication Center
- Any call for service involving a crime where the recorder may aid in the apprehension and/or prosecution of a suspect, to include:
  - Domestic violence
  - Disturbance of the peace
  - Offenses involving violence or weapons
  - Any other contact that becomes adversarial after the initial contact, in a situation that would not otherwise require recording
  - Any other circumstance where the officer believes that a recording of an incident would be appropriate

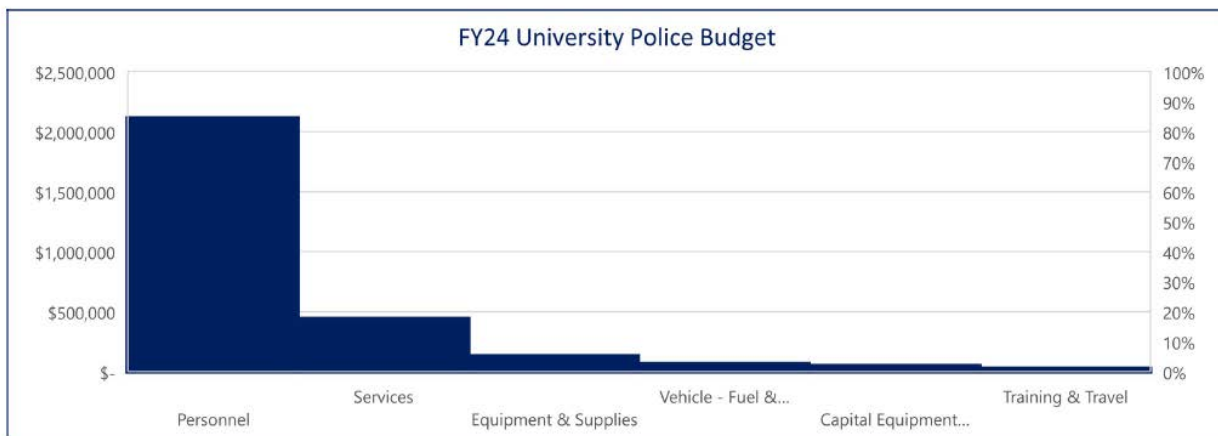
View Related Policy:

[Policy 405: Portable Audio and Video Recorders](#)

## Budget

The UPD budget strategically prioritizes the Community Oriented Policing (COP) model and related services to the campus community. UPD is funded with current unrestricted (state) fund allocations through the office of the VP of Administration and supplemented by auxiliary parking services funds.

The personnel budget typically comprises 70-75% of the department's total budget, with the remaining percentage allocated to capital equipment reserves and operations.



Expense Category	TOTAL MSUPD BUDGET	%of Total
Capital Equipment Replacement Contribution	\$ 47,595	2%
Equipment & Supplies	\$ 128,340	5%
Personnel	\$ 2,111,544	75%
Services	\$ 441,618	16%
Training & Travel	\$ 25,091	1%
Vehicle - Fuel & Maintenance	\$ 62,000	2%
<b>Grand Total</b>	<b>\$ 2,816,188</b>	<b>100%</b>

## Accreditation

On November 15, 2022, UPD was awarded accreditation through the International Association of Campus Law Enforcement Administrators (IACLEA). IACLEA accreditation is widely considered the 'the gold standard' for campus police agencies. Reaching this level of accreditation signals an on-going commitment to excellence in all aspects of operations. This accreditation process was designed specifically by and for campus police professionals for the purpose of improving and demonstrating performance, accountability, responsibility, competency, and professionalism. This comprehensive process consisted of an initial analysis of existing policies and practices, revision and alignment with national standards, On-site assessments and review of existing policies and operational practices. Compliance was then reviewed by assessors prior to accreditation being awarded. Going forward, the UPD will be subject to re-accreditation every three years. Currently, the UPD is the first police agency in the State of Montana to achieve accreditation.

Learn more about IACLEA Accreditation: <https://www.iaclea.org/accreditation>



## Conduct & Complaints

Montana State University Police employees always work to provide the highest level of customer service and professionalism. Members shall conduct themselves, whether on- or off-duty, in accordance with the United States and Montana constitutions and all applicable laws, ordinances, and rules enacted or established. Officers are expected to fair and impartially protect the rights of all citizens and treat others with due respect and compassion.

The UPD holds the highest standards for our staff members as representatives of Montana State University, law enforcement, and the community we serve. The Montana State University Police Department takes seriously all complaints regarding the service provided by the Department and the conduct of its members. The Department will accept and address all complaints of misconduct in accordance with policy and applicable federal, state, and local law and municipal and county rules and the requirements of any collective bargaining agreements. It is also the policy of this department to ensure that the community can report misconduct without concern for reprisal or retaliation.

All feedback, whether positive and negative, regarding the conduct of our employees is welcome. To submit a comment or complaint, or to learn more about the administrative investigation process, please visit: [www.montana.edu/police](http://www.montana.edu/police) or email: [policerecords@montana.edu](mailto:policerecords@montana.edu)

All complaints are reviewed by police administration, and thoroughly investigated to ensure standards of conduct are being met. Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or federal, state, local law, policy, or rule. Personnel complaints may be generated internally or by the public. Inquiries about conduct or performance that, if true, would not violate department policy or federal, state, local law, policy, or rule may be handled informally by a supervisor and shall not be considered a personnel complaint. Such inquiries generally include clarification regarding policy, procedures, or the response to specific incidents by the Department.

Causes for discipline may include violations of law or policy, unethical behavior, discrimination, improper relationships, unauthorized disclosure or use of information, neglect of duty, falsification, and unsafe work practices. Early intervention, remedial training, educational opportunities, and comprehension of policy and procedure are frequently addressed by supervisors to mitigate these factors. An internal investigation consists of reviewing all available evidence such as complainant statements, witness statements, body-worn camera footage, surveillance video, GPS location information, or other items to ensure an accurate resolution is reached. The Chief of Police or the authorized designee shall notify the Montana POST Council whenever any officer resigns or is terminated because of any disciplinary action. The notification shall be made within 10 days of the resignation or termination (§ 7-32-303, MCA).

[View Related Policies](#)

[Law Enforcement Code of Ethics](#)

[Policy 200: Personnel](#)

[Policy 202: Standards of Conduct](#)

[Policy 208: Personnel Complaints](#)

## Cultural Competency

Montana State University Police Department employees are required to complete training on diversity and equity, anti-bias, and other cultural awareness courses designed to equip officers with the skills to better engage with our minority student community.

The UPD partners with student government, organizations, and university stakeholders across campus to participate in individual and group discussions, open forums, Coffee with a Cop events, and informational presentations to address topics of community concern.

While such efforts are ongoing, it is recognized that there is much work to be done. All opportunities to forge lasting relationships with community members, minority, or marginalized groups are welcome.

## Community-Oriented Policing

Everyone plays an important role in community policing. Researchers have demonstrated the effectiveness of a community-oriented policing model in reducing crime, increasing positive citizen interactions, officer safety, and community support. C.O.P. is a proactive and collaborative problem-solving model which combines preventive and investigative methods. The C.O.P. philosophy emphasizes a guardian mind-set. Officers and community members work collectively to 'protect the castle' and seek to resolve community safety and social concerns.

The UPD has adopted a community-oriented policing model as outlined in the President's Task Force on 21st Century Policing Final Report. We actively participate in programs and initiatives to incorporate community-oriented policing concepts within the Montana State University community, including programs like: Adopt-A-Cop, community service projects, Coffee with a Cop, LGBTQ Safe Zone, National Night Out, self-defense and safety, Take Back the Night, MSU Catapalooza, and many other inclusive events. We actively work with University Housing and entities within the Student Union to better engage and serve our students. Our primary objective is to increase positive interactions, reduce the fear of crime, and maintain a safe campus in which to live and learn.

Montana State University Police Department strategically recruits and hires personnel dedicated to MSU and serving others. The UPD seeks to improve campus safety while improving the quality of life of all. The UPD welcome suggestions on how we can better serve you. Please contact us at [police@montana.edu](mailto:police@montana.edu)

## OVERVIEW

Use of Force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved in numerous and varied interactions and, when warranted, may use the minimal reasonable force necessary, in carrying out their duties. Officers must understand and appreciate their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties. Montana State University Police Department recognizes and respects the sanctity of human life and dignity without prejudice, as outlined in the President's Task Force on 21st Century Policing Final Report.

## DE-ESCALATION

The UPD practices de-escalation tactics and efforts to mitigate negative interactions and outcomes. De-escalation procedures are a foundational aspect of UPD use of force policy and as such are interwoven into officer training scenarios. We strive for all of Montana State University Officers to be certified in Crisis Intervention Team (CIT) training, through CIT Montana. With every interaction, the well-being of those involved is of the utmost importance. Officers are encouraged to employ de-escalation strategies and techniques to decrease the intensity of a situation, improve decision-making, improve communication, reduce the need for force, and increase voluntary compliance (e.g., summoning additional resources, formulating a plan, attempting verbal persuasion).

## TACTICS + TRANSITIONS

The UPD seeks to use the least amount of force necessary to ensure the safety of all involved in a situation. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this department is expected to use these guidelines to make such decisions in a professional, impartial, and reasonable manner. Officers are trained to make force decisions based on the level of threat presented. Our defensive tactics and firearms training include transitional responses along the force continuum, based on the threat presented. Officers will receive periodic training on the use of force policy and demonstrate their knowledge and understanding regarding vulnerable populations, including but not limited to children, elderly, pregnant persons, and individuals with physical, mental or intellectual disabilities, and de-escalation tactics, including alternatives to force.

## USE OF FORCE REPORTING

Any use of force by a member of this department shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances and make supervisor notification. To collect data for purposes of training, resource allocation, analysis, and related purposes, the Department may require the completion of additional report forms, as specified in department policy, procedure, or law. See the Report Preparation Policy for additional circumstances that may require documentation. Montana State University Police Department requires all use of force, and shows of force, to be maintained and documented in yearly reporting. The Deputy Chief or Patrol Lieutenant should prepare an analysis report on use of force incidents to be submitted to the Chief of Police. The report should not contain the names of officers, suspects, or case numbers, and should include:

- The identification of any trends in the use of force by members.
- Training needs recommendations.
- Equipment needs recommendations.
- Policy revision recommendations.

This process allows the Chief of Police to review and document concerns with any needed or requested follow-up. Use of Force items tracked include:

- Use of Force/Show of Force
- Vehicle pursuits
- Vehicle collisions involving university police-owned vehicles
- Pepper spray, baton, or Taser deployments
- Deadly force
- Performance complaints
- Civil Rights complaints

## OVERSIGHT – USE OF FORCE REVIEW BOARD

The Use of Force Review Board will be convened when the use of force by a member results in very serious injury or death to another person. The Use of Force Review Board will also investigate and review the circumstances surrounding every discharge of a firearm, whether the member was on- or off-duty, excluding training or recreational use. The Chief of Police may request the Use of Force Review Board to investigate the circumstances surrounding any use of force incident.

The Use of Force Review Board with should be staffed with five individuals from the following, as appropriate:

- Representatives of each unit
- Command staff representative from the involved member's chain of command
- Training Manager
- University Executives and Administrators
- Non-administrative supervisor
- A peer officer/department member
- A law enforcement officer from an outside law enforcement agency, as appropriate
- Department instructor for the type of weapon, device or technique used

The senior ranking command staff representative who is not in the same unit as the involved member will serve as chairperson.

## AUTHORITY

The Use of Force Review Board is empowered to conduct an administrative review and inquiry into the circumstances of an incident. The board members may request further investigation, request reports be submitted for the board's review, call persons to present information and request the involved member to appear. The involved member will be notified of the meeting of the board and may choose to have a representative through all phases of the review process. The board does not have the authority to recommend discipline.

The Chief of Police will determine whether the board should delay its review until after completion of any criminal investigation, review by any prosecutorial body, filing of criminal charges, the decision not to file criminal charges or any other action. The board should be provided all relevant available material from these proceedings for its consideration. Absent an express waiver from the involved member, no more than two designated board members may ask questions of the involved member. Other board members may provide questions to the designated board members. The review shall be based upon those facts which were reasonably believed or known by the officer at the time of the incident, applying any legal requirements, department policies, procedures, and approved training to those facts. Facts later discovered but unknown to the involved member at the time shall neither justify nor call into question a member's decision regarding the use of force.

Any questioning of the involved member conducted by the board will be in accordance with Montana State University Police Department disciplinary procedures, the Personnel Complaints Policy, the current collective bargaining agreement and any applicable state or federal law.

The board shall make one of the following recommended findings:

- The member's actions were within department policy and procedure.
- The member's actions were in violation of department policy and procedure.

A recommended finding requires a majority vote of the board. The board may also recommend additional investigations or reviews, such as disciplinary investigations, training reviews to consider whether training should be developed or revised, and policy reviews, as may be appropriate. The board chairperson will submit the written recommendation to the Chief of Police.

The Chief of Police shall review the recommendation, make a final determination as to whether the member's actions were within policy and procedure, and determine whether any additional actions, investigations or reviews are appropriate. If the Chief of Police concludes that discipline should be considered, a disciplinary process will be initiated.

At the conclusion of any additional reviews, copies of all relevant reports and information will be filed with the Chief of Police.

## GALLATIN COUNTY CRISIS INTERVENTION TEAM

The Gallatin County Crisis Intervention Team is an innovative police-based first responder program based on what has become nationally known as the "Memphis Model" of pre-arrest jail diversion for those in a mental illness crisis. This program provides law enforcement-based crisis intervention training for helping those individuals with mental illness. Involvement in CIT is voluntary and based in the patrol division of the police department. In addition, CIT works in partnership with those in mental health care to provide a system of services that is friendly to the individuals with mental illness, family members, and the police officers. Currently, Montana State has sworn CIT officers.

View Related Resources & Policies:

<https://www.healthygallatin.org/mental-health/crisis-intervention/>  
[Policy 306: Use of Force](#)  
[Policy 307: Officer Involved Shootings and Line of Duty Deaths](#)

## Ethics

The Montana State University Police Department's Mission Statement highlights our commitment to ethical conduct. It is through our personal and professional ethics that legitimacy and trust is formed within the community. UPD employees are carefully screened during the hiring process for all sworn and non-sworn employees to ensure we are recruiting properly. All police employees undergo thorough background checks and approval prior to employment.

# Montana State University

## P.O.L.I.C.E

### Our Mission

The mission of the Montana State University Police Department is to provide Montana State University students, faculty, staff, and visitors with a safe and secure environment for living and learning. We continuously strive to build and cultivate relationships, foster ongoing education, and provide a visible and welcoming presence for our community.

To accomplish our mission, we are committed to the following departmental values as the foundation of our pledge to public safety and service.

#### PROFESSIONALISM

▶ Setting the example in everything we do by being fair, objective, and consistent in the performance of our duties.

#### OPENNESS

▶ Being transparent in all that we do and always seeking new ideas and innovations to improve our service.

#### LEADERSHIP

▶ Demonstrating our unwavering commitment to serve others.

#### INTEGRITY

▶ Always doing the right thing and placing others above self

#### COMMUNITY

▶ Collaborative development of public safety solutions through strong partnerships

#### EXCELLENCE

▶ Seeking continuous improvement and learning for ourselves, while showing compassion and understanding toward others





## Diversity

The UPD recognizes that diversity within the department is beneficial to the growth of each member. A diverse workforce offers differing perspectives, skills, and experience from which we can all benefit. We seek to recruit a highly qualified and diverse applicant pool of law enforcement candidates that reflects our campus community. We continue to seek applicants who share our vision, mission, and commitment to professional community-oriented policing. UPD officers are expected to build strong stakeholder and community relationships while maintaining a safe campus environment.

We currently have as full-time employees:

24 - *Caucasian males*, 1 - *Hispanic male*,  
8 - *Caucasian females*, 1 - *Hispanic female*

We currently have as part-time employees:

1 - *Caucasian male*

We currently have as student-workers:

9 - *Caucasian males*, 1 - *Hispanic male*,  
18 - *Caucasian females*,  
1 - *American Indian female*,  
1 - *American Indian male*

Diverse applicants are highly desired and strongly encouraged to join our team!

## Selection Process & Standards

Montana State University Police Department has high standards and will hire only those individuals who demonstrate a commitment to service and who possess the traits and characteristics that reflect personal integrity and high ethical standards. The Department shall actively strive to identify a diverse group of candidates that have in some manner distinguished themselves as being outstanding prospects. Minimally, the Department should employ a comprehensive screening, background investigation, and selection process that assesses cognitive and physical abilities.

### OFFICER HIRING REQUIREMENTS

The Montana Public Safety Officer Standards and Training (POST) Council sets the minimum standards for the recruitment of police officers, while the local police departments may set additional standards over and above the POST standards. For instance, some police departments may require that the prospective candidates have college credit in law enforcement or criminal justice. According to the Montana minimum

standards for police officers (7-32-303, MCA), the following requirements are mandatory:

- United States citizenship
- must be at least 18 years of age
- must be fingerprinted and subject to a background check to disclose any criminal records
- may not have been convicted of a crime for which he or she could have been imprisoned in a federal or state penitentiary
- must be of good moral character, as determined by a thorough background investigation
- must be a high school graduate or have passed the general education development test and have been issued an equivalency certificate by the superintendent of public instruction, an appropriate issuing agency, another state, or the federal government
- must meet any additional qualifications established by the POST Council
- In addition, Montana law requires that individuals seeking employment as peace officers have a medical exam conducted by a licensed physician appointed by the employing agency.

In addition, it is mandatory that the candidate must have a good moral character to become a Montana police officer. The good moral character is established through a background check. In other words, the candidates must submit a driving history report, a personal history investigation, and a criminal history check.

During the application process, the candidates have to pass a number of examinations physical, medical, and academic examinations. These include:

- Assessment of overall physical health by a licensed medical officer
- A test for physical abilities as instructed and administered under the Montana Law Enforcement Testing Consortium (MTLETC).

Candidates successful in meeting the requirements are enrolled in the Montana Law Enforcement Training Academy to complete the Montana POST training program.

## MONTANA STATE UNIVERSITY POLICE SELECTION PROCESS

The Department will provide veteran preference points as required (§ 39-29-101, MCA, et seq.; ARM 2.21.3615).

- Application review and hiring committee approval
- Oral Interview
- Final Interview

- Conditional Offer
- Background Investigation (POBITS)
- Psychological Assessment
- Medical Assessment
- Drug Screen
- Final Selection Offer

## Mental Health Response

### CRISIS INTERVENTION TRAINING

Montana State University police officers are certified through the Montana Crisis Intervention Team (CIT) training program. CIT is a community partnership of law enforcement, mental health and substance use disorder professionals, individuals who live with mental illness and/or substance use disorders, their families, and other advocates. This innovative first-responder model of police-based crisis intervention training is designed to help persons with mental disorders and/or substance use disorders access medical treatment rather than place them in the criminal justice system due to illness related behaviors. It also promotes officer safety and the safety of the individual in crisis.

### MONTANA STATE UNIVERSITY HEALTH PARTNERS

Following an integrated, collaborative model, University Health Partners (UHP) unites the components of the health and well-being for MSU students including prevention, health promotion, public health, medical services, dental services, and counseling & psychological services.

UHP Medical Services is dedicated to the promotion and restoration of the health of eligible students and their spouses at a reasonable cost. UHP-Medical Services provides services to currently enrolled students at MSU-Bozeman and Gallatin College even if they do not have the MSU Student Insurance Plan. The University Health Fee is charged each semester and covers the costs of doctor's and nurse visits by appointment or through the walk-in clinic. There are no co-pays to see a doctor or nurse at UHP. The University Health Fee allows students to use these other services at UHP Medical Services with additional costs:

- Pharmacy
- Laboratory
- X-ray
- Immunization Visits

The mission of UHP Dental Services is to provide preventive and emergency care to urgent dental needs.

Counseling and Psychological Services (CPS) strives to promote the academic success and personal well-being of the students of Montana State University by providing the most appropriate, inclusive, and effective mental health care services available. To best serve the MSU community, CPS provides a variety of clinical services offered within a short-term counseling model, which is focused on assisting students to effectively manage immediate concerns and achieve specific desired changes or goals.

All students are welcome to be seen at CPS for an initial intake assessment where they can discuss their presenting concerns and receive information and recommendations for available treatment options. At the intake appointment, and sometimes during the course of treatment, it may be determined that the needs of a student are outside the CPS scope of practice, or that a student does not meet the service eligibility requirements (Please contact CPS for details on eligibility criteria). When services other than those provided by CPS are recommended by CPS staff, or elected by a student, an attempt will be made to provide appropriate referral resources and guidance to aid students in the process of accessing those services.

CPS will remain available to all MSU students for crisis intervention, emergency services, and/or assistance accessing off-campus mental health resources, regardless of whether a student has been referred to off-campus services. CPS is also available to provide consultation services to students, faculty, staff, and parents to aid in situations involving a mental health concern.

CPS offers the following mental health services to eligible MSU students:

- Group Counseling and Workshops
- Short-Term Individual Counseling
- Short-Term Couples/Relationship Counseling
- Crisis Intervention
- Online Self-Help Resources (Available to all MSU students)
- Educational presentations on topics related to mental health

[www.montana.edu/health](http://www.montana.edu/health)

## POLICE PSYCHOLOGIST

Monitoring members' fitness for duty is essential for the safety and welfare of the members of the Department and the community. The Montana State University Police Department strives to provide a safe and productive work environment and ensure that all members of this department can safely and effectively perform the essential functions of their jobs. Montana State University Police Department utilizes an independent Psychologist who for departmental recruitment evaluations to determine if the applicant has any potentially concerning conflicts or mental health issues that could cause harm to the community we serve.

Under limited circumstances, the Department may require a professional evaluation of a member's physical and/or mental capabilities to determine his/her ability to perform essential functions. Fitness-for-duty evaluations may be ordered whenever circumstances reasonably indicate that a member is unfit for duty or following a traumatic incident. A licensed psychotherapist shall be provided by the Department to each involved UPD officer. A licensed psychotherapist may also be provided to any other affected UPD members, upon request.

## Training Standards

### OVERVIEW

The Montana State University Police Department invests in training to equip our officers with the skills to successfully serve our community. Our officers receive best practices and nationally recognized training programs which strengthen our ability to maintain a safe campus.

All Montana officers are required to meet Montana POST (Peace Officers Standards and Training) requirements to attain initial certification. In addition, officer must meet continuing education requirements to maintain their law enforcement certification.

UPD officers receive training that includes Montana legal updates, implicit bias, defensive tactics, firearms qualification, DUI investigations, active shooter response, radiological response, critical incident response, mental health (community and personal), and equipment recertification's. De-escalation is a foundational component of defensive tactics, firearms, and other topics that may involving uses of force.

20 UPD officers are certified in Crisis Intervention Team (CIT) training, exceeding the national standard of 20%. CIT is a community partnership of law enforcement, mental health and substance use disorder professionals, individuals who live with mental illness and/or substance use disorders, their families' and other advocates. This innovative first-responder model of police-based crisis intervention training is designed to help persons with mental disorders and/or substance use disorders access medical treatment rather than place them in the criminal justice system due to illness related behaviors. It also promotes officer safety and the safety of the individual in crisis.

### NEW HIRES

New officers with no lateral law experience are required to successfully complete a 12-week basic police academy and successfully pass the Montana P.O.S.T. examination.

Upon graduation from Montana Law Enforcement Academy (MLEA), new recruits must successfully pass a 3-phased field training officer (FTO) program. During FTO, they are paired with experienced officers with specialized training that allows them to orient, train and evaluate new recruits.

Officers who successfully complete the required field training officer program are assigned to the Patrol Division. The initial recruitment, academy, and FTO training period lasts 9-12 months. All officers are subject to a one-year probationary period.

## Employee Wellness

The Montana State University Police Department invests in the physical and mental wellness of our staff. We believe that healthy officers are better equipped to provide quality services to our community. Many resources are available to maintain a healthy workforce and provide balanced mental health support for first responders who are regularly exposed to intense levels of stress and traumatic incidents.

### POLICE PSYCHOLOGIST

Monitoring members' fitness for duty is essential for the safety and welfare of the members of the Department and the community. The Montana State University Police Department strives to provide a safe and productive work environment and ensure that all members of this department can safely and effectively perform the essential functions of their jobs. Montana State University Police Department utilizes an independent Psychologist who for departmental recruitment evaluations to determine if the applicant has any potentially concerning mental health issues that could cause harm to the community we serve.

Under limited circumstances, the Department may require a professional evaluation of a member's physical and/or mental capabilities to determine his/her ability to perform essential functions. Fitness-for-duty evaluations may be ordered whenever circumstances reasonably indicate that a member is unfit for duty or following a traumatic incident. A licensed psychotherapist shall be provided by the Department to each involved UPD officer. A licensed psychotherapist may also be provided to any other affected UPD members, upon request.

### CHAPLAIN

UPD also utilizes the chaplain program in collaboration with the Gallatin County Sheriff's Department for peer support. The Chaplains serve the Gallatin County Sheriff's Office by providing a source of strength and compassion to those who protect and serve Gallatin County in law enforcement, their families, other members of the department, the broader first responder community, and the citizens of Gallatin County.

Chaplains work and ride with the patrol deputies, jail staff, dispatchers, and other law enforcement agencies in our county and in other counties as needed in times of crisis. Chaplains are on call 24/7 to counsel officers and family, visit sick or hospitalized agency personnel, provide victim assistance, assist in suicide incidents, respond to homelessness, make death notification, and to serve as liaisons for other clergy in the community.

## STRESS AND TACTICAL DEBRIEFINGS

Following a traumatic incident, the Montana State University Police Department conducts both a critical incident stress debriefing and a tactical debriefing. A critical incident stress debriefing should occur as soon as practicable. The sole purpose of the debriefing is to help mitigate the stress-related effects of a traumatic event. The debriefing is not part of any investigative process. Attendance at the debriefing shall only include those members of the Department directly involved in the incident, which can include support personnel (e.g., communication safety officers, non-sworn personnel). Family or other support personnel may attend with the concurrence of those involved in the incident. The debriefing shall be closed to the public and should be closed to all other members of the Department, including supervisory and management personnel. Tactical debriefings take place to identify any training or areas of policy that need improvement.

## RETURN TO DUTY PROTOCOL

UPD officers involved in traumatic incidents may be required to complete a fitness-for-duty examination under the care of a licensed psychologist prior to returning to active duty. Officers often respond to calls involving intense levels of stress which may result in trauma. The return to duty protocol assists officers in mitigating a trauma response so they can return to work safely. UPD offers professional/peer support so officers are mentally prepared for reinstatement.

## PHYSICAL FITNESS

Police Officers are required to undergo a medical examination and successfully pass a physical abilities test administered by the Montana Law Enforcement Testing Consortium (MTLETC) prior to employment. Officers are encouraged to engage in physical fitness activities in preparation for the demands of their position. Physical fitness also aids in maintaining balanced mental health.