

# Building Community Between Law Enforcement and People with Intellectual/Developmental Disabilities



**Session will begin at 2 pm ET**

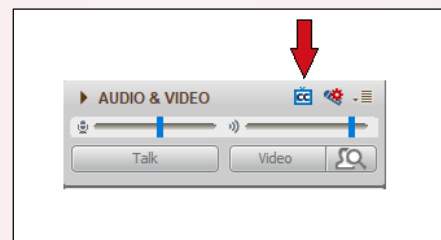
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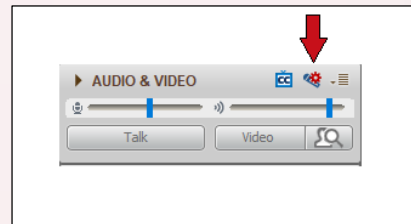
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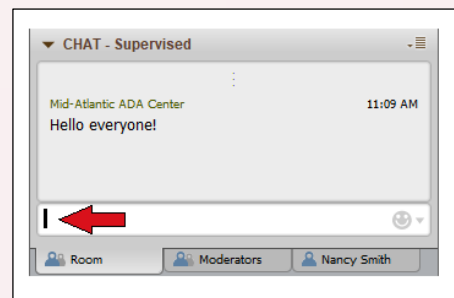
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- Webinar platform
  - Type and submit questions in the CHAT area text box
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  - CHAT area within the app
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- Certificates of participation or credits can only be given to those who submitted required payment along with registration for this session
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## About Your Hosts...

- TransCen, Inc.
  - Improving the lives of people with disabilities through meaningful work and community inclusion
- Mid-Atlantic ADA Center, a project of TransCen, Inc.
  - Funded by National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Administration for Community Living, U.S. Department of Health and Human Services







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## Building Community Between Law Enforcement and People with Intellectual/Developmental Disabilities

## Session Learning Objectives:

- Leveraging Department of Justice law enforcement best practices
- Developing resource materials for police and community training for people with Intellectual or Developmental Disabilities (I/DD) on how to have safe interactions
- Understanding the importance of social relationships between law enforcement and people with I/DD

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## Note:

Stories and images are used with permission

## Rob's Story



### ROB

- Loves swimming, the beach, playing frisbee, and his many friends

## It started with a simple email...

*"I wanted to run an idea past you...I recently had a mother of a person that our company serves express to me the difficulty with getting her son to feel comfortable around police, fire department, ambulance, etc..."*

**"...we need to break down the barriers that prevent our individuals from utilizing emergency services."**

## ADA Self Evaluation Update

Police Department identified needs related to interactions with people with I/DD

### Initial Goals (2016):

- Develop “tips” pamphlet for annual distribution
- Expand ADA training tools to include resources
- Explore voluntary registry
- Crisis intervention training for 150 officers

## DOJ Best Practices

Project Civic Access = ADA Coordinator Playbook

- Technical Assistance for Law Enforcement
  - [https://www.ada.gov/ta\\_titleii.html#le](https://www.ada.gov/ta_titleii.html#le)
- “Examples and Resources to Support Criminal Justice Entities in Compliance with Title II of the Americans with Disabilities Act”
  - <https://www.ada.gov/cjta.html>
  - About Mental Health & I/DD

# DOJ Sample Communication Card



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# Tip Sheet

**FRESNO POLICE DEPARTMENT  
A LAW ENFORCEMENT GUIDE  
FOR INTERACTING WITH PEOPLE  
with INTELLECTUAL /  
DEVELOPMENTAL, AUTISM  
SPECTRUM DISORDER and  
COMMUNICATION DISABILITIES**

This guide is designed to provide law enforcement personnel with practical tips on how to understand and communicate more effectively with individuals with intellectual/developmental disability, Autism Spectrum Disorder, and communication disabilities. It is not an exhaustive list of all possible behaviors and does not apply to all individuals with intellectual/developmental, Autism Spectrum Disorder, and communication disabilities. Since every individual and situation is unique, members should attempt to gain information applicable to the situation.

**Intellectual/Developmental Disability (IDD)**  
Individuals with IDD fall across a spectrum with respect to overall function, skill sets and ability to understand and communicate. Many individuals with IDD are taught to trust those in authority. They may have poor attention spans, lack age-appropriate behavior, tend to follow and imitate, and/or think very concretely.

**Autism Spectrum Disorder (ASD)**  
Autism, or autism spectrum disorder, refers to a range of conditions characterized by challenges with social skills, repetitive behaviors, speech and nonverbal communication, as well as by unique strengths and differences. The term "spectrum" reflects the wide variation in challenges and strengths possessed by each person with autism.

**Communication Disability (CD)**  
Individuals with communication disabilities (CD) come from all walks of life and ages. They include individuals with cerebral palsy, post-traumatic brain

- Built with the community
- Distributed annually to officers
- Model available via email

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*Training Excerpt*

## Simple Steps for Interactions

- Work directly with the person
- Give time and space
- One step at a time
- Plain language (no slang)
- Use calm body language
- Seek resources to help you



***Remember: People are unique, behaviors vary***

## Exploring Registry

- Lists are problematic

Solution:

- 911 Dispatch “Location notes” on request

## Crisis Intervention Training

- 40-hour Memphis Model
- Locally Expanded to include I/DD
- Since 2017: over 350 FPD officers, 105 allied agency officers
- Current Goal: every uniformed FPD officer
- Instructors: retired PD/LCSW, PD Sgt/Parent of person with I/DD, CVRC, NAMI



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# Crisis Intervention Team

1 Sergeant, 4 Officers, 4 Behavioral Health Clinicians



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# Vocations Plus Connections



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# PD Town Hall Attendees



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## Annual Patriot Day Event

- Social event to help build community with folks in uniforms
- Food and fun!



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# Patriot Day 2018



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# Patriot Day 2019



# Town Hall Meetings



# Emergency Preparedness Exercise

Participants as “victims” in multijurisdictional exercise



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# Active Shooter Exercise

First contact happens outside of an incident



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# Small Talk with Emergency Services



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# Fire Department Town Hall



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## Continue Building Relationships



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# Basketball Challenge – Nov 2019



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# Disability Awareness Proclamation

Involved Elected and Administrative Officials



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## Law Enforcement & You

- Created in partnership with the State Council on Developmental Disabilities
- Model: ACLU Deaf & Police interactions video
- Provided upon request by community

# Resources for Independence Central Valley Self Advocacy Conference



# Interactive Discussions

Lectures alone aren't effective



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## Training Topics Covered:

- Wallet/visor card
  - “regional center worker”
- Practicing saying how you communicate
- What to do if stopped by police
- Safe Interactions – role play
- Police visits to home
- Pulled over in car – role play
- Detained or arrested
- Requesting accommodations



*Training Excerpt*

## Successful Police Interactions



- Police want to help you
- Police want to be safe
- Doesn't have to be scary!

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*Training Excerpt*



## **Group Discussion**

### ***Talk about how you communicate***

What do you want officers to know about how to talk with you?

*Examples:*

- *Please slow down when talking to me.*
- *It takes me longer to respond. Please wait for me to answer.*
- *I don't understand. Can you explain differently?*

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*Training Excerpt*



## Role Play: Pulled Over

Discussion:

- How did they stay safe?
- Did they forget anything?



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## Participants lined up for photos!



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# Training Team with VPCI



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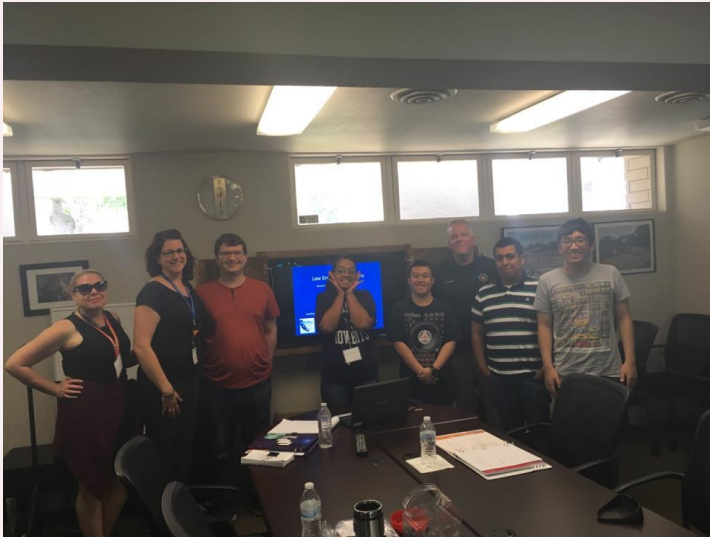
# Central Valley Regional Center Consumer Advisory Council



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# Youth Bridges Program



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# The Arc Fresno/Madera Counties



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## It's just a drop in the bucket



...but it can add up  
powerfully over time.

## Write It Down:

What one thing can you do this week  
to start building community?

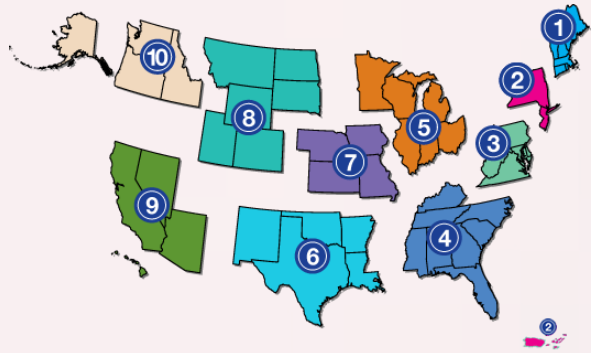


## Certificates and Credits: Code

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- Please email the code to [ADAtraining@transcen.org](mailto:ADAtraining@transcen.org) by **5 PM E.T. on Wednesday, December 18, 2019**

## ADA National Network

- Ten regional centers provide guidance, training, and materials on the ADA
  - **1-800-949-4232**
  - **[www.ADAta.org](http://www.ADAta.org)**



# Thank You!



**Mid-Atlantic ADA Center  
TransCen, Inc.**

Toll-Free: **800-949-4232** (DC, DE, MD, PA, VA, WV)

Local: 301-217-0124

[ADAinfo@transcen.org](mailto:ADAinfo@transcen.org)

[www.ADAinfo.org](http://www.ADAinfo.org)