

# ETHICAL POLICING CERTIFICATE

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As a future criminal justice professional, or someone who is interested in the criminal justice system, do you want to make a positive difference in your organization and the communities you serve? This three-credit certificate will help you enhance your communication and stress management skills; increase self-awareness and emotional intelligence; develop the ability to recognize ethical dilemmas and implicit biases; and build skills in ethically grounded organizational culture and leadership within law enforcement. The 3 one-credit certificate courses are taught by Superior Police Chief Nicholas Alexander.

This is the final course in a series of three undergraduate courses that explore and develop capacity in ethical policing. A student who successfully completes all three courses with a minimum of 2.0 GPA will receive the Certificate in Ethical Policing. The focus of this course will be on supervision and leadership and creating a healthy organizational culture of support, respect and accountability within law enforcement.

## Certificate Learning Objectives

- Identify accountability measures that support the development of ethical practices and competencies in all levels of law enforcement.
- Recognize dynamics of organizational cultures, understand how they got to be that way, and identify strategies for change.
- Understand the concept of implicit bias and demonstrate the ability to regulate it within the context of law enforcement.
- Recognize the role of communication in police-community interactions and practice and apply effective communication techniques.
- Understand officer misconduct and use-of-force and the implications for law enforcement and society.
- Develop leadership strategies that support positive outcomes for the department and the community.

## Certificate Requirements:

Students are required to complete all three courses listed below to receive their Certificate in Ethical Policing. To successfully complete this certificate for credit, students must also earn a minimum GPA of 2.0 in each certificate course.

## Required Courses:

- **CJUS 325 (901): Foundations of Ethical Policing**

This is the first in a series of three undergraduate courses that explore and develop capacity in ethical policing. A student who successfully completes all three courses with a minimum of 2.0 GPA will receive the Certificate in Ethical Policing. The focus in this course will be on understanding ethics in the context of law enforcement; using the Law Enforcement Personal Profile @ to gain self-awareness into personality styles and how that can impact officer interactions; and understanding implicit bias, including one's own biases and the implications for the profession.

- **CJUS 326 (902): Issues in Ethical Policing**

This is the second in a series of three undergraduate courses that explore and develop capacity in ethical policing. A student who successfully completes all three courses with a minimum of 2.0 GPA will receive the Certificate in Ethical Policing. The focus in this course will be on communication skills such as de-escalation, positive engagement, and managing power in effective communication; trauma-informed policing, resilience and stress management among officers; and exploring officer misconduct, use-of-force, and common ethical dilemmas.

- **CJUS 327 (903): Leadership in Ethical Policing**