Public Order Response and Operations Standards

National Tactical Officers Association
Published June 2023

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NTOA Public Order Section Mission Statement

The NTOA Public Order Section works to foster the continued professionalization of policing in the service of their community through the use of evidence-based principles and the constitutional rule of law, to provide training, education, standardization and the establishment of best practices in responding to Public Order events.

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INTRODUCTION AND OBJECTIVE

This document is the result of extensive efforts by the National Tactical Officers Association to provide direction to association members involved in Public Order response and operations. The intent of this standard is to better prepare law enforcement to respond to Public Order events and violent civil unrest. It is the position of the NTOA that the decision to form a tactical law enforcement resource, specifically a Public Order Unit, carries with it the responsibility to provide the ongoing training, equipment, leadership and financial support necessary to create and maintain an effective response capability. Integral to this responsibility is the obligation to deploy and operate these resources in a manner that is consistent with constitutional principles with an emphasis on professional deportment under all circumstances.

Where size and/or demographics limit the capabilities of an agency, this standard necessitates that multi-jurisdictional resources be combined and coordinated in a manner consistent with reliable and safe operations. For almost 40 years, the National Tactical Officers Association has assisted many law enforcement agencies in developing multijurisdictional teams by providing references, documentation, and training to facilitate their efforts. The NTOA remains committed and available to any law enforcement agency or its members who require such assistance. The objective of this document is to establish a set of standards for the association's member agencies.

The Public Order Response and Operations Standards integrates NIMS components and principles to standardize training, aid in the coordination and integration of agencies, promote consistent terminology while improving communication, and emphasize the importance of planning and written standard operating procedures. It is intended to serve as an efficient core set of concepts and principles that improve standardization within the profession of Public Order law enforcement services.

Any agency that chooses to use this standard as a benchmark for performance and operations does so voluntarily. The NTOA does not possess any enforcement authority.

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1.0 SCOPE OF STANDARD

The scope of this standard includes concepts and principles that relate to the organization, training, operational tactics, personnel management and equipment of Public Order law enforcement teams. The standard will not dictate how member agencies will write and apply any specific policies as it relates to such operations, but rather provide guidance based upon evidence-based principles, the terminology and collective viewpoint of the NTOA organization and its stakeholder partners.

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2.0 PUBLIC ORDER OPERATIONS

2.1 The NTOA recognizes that there are many different types of events that are classified as Public Order events. These would commonly include protest, assemblies/rallies and marches. A Public Order event is any event designated as such, or where Public Order officers are deployed or anticipated to be deployed (e.g., held in reserve).

2.2 The NTOA also recognizes that there are many kinds of specialized Public Order teams utilized in law enforcement and they are identified by several commonly accepted names. The NTOA offers this set of resource titles and corresponding metrics as guidance for its members.

2.3 Based upon the need to protect the public and ensure the safe delivery of Public Order law enforcement services, the NTOA believes that Basic, Intermediate, and Advanced Public Order Units must be mission capable in order to support incidents which exceed the capability and/or capacity of an agency's first responders. The most resource-demanding missions that traditional law enforcement officers encounter is the effective policing of pre-planned and spontaneous public events which may devolve into civil disobedience, civil disorder, and/or violent civil unrest.

2.4 It is difficult to forecast the landscape of the unique challenges or specific threats Public Order officers may face during a single Public Order event however, planning, intelligence management, implementing robust communications plans, and developing real-time threat risk and community impact assessments are critical functions to address. Proper planning allows law enforcement managers to allocate necessary resources to balance the peoples' First Amendment activities without violating the civil and property rights of others. Appropriate planning also prepares law enforcement officers for a reasonable and proportionate response to mitigate violent civil unrest and follow with adequate resources to restore and maintain a state of normality.

2.5 Each agency should develop Public Order Unit capabilities of its team based upon a reasonable threat assessment, a risk analysis, and clear direction from

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the organization's leadership. A vision of what the team may be expected to do will help define the type of team that is needed for the agency and subsequently will help determine what capabilities are necessary. Developing the capabilities of a Public Order Unit begins with a sound training management and budgeting plan. Contemporary training management philosophy encourages a building block approach that begins with individual, element or unit, and then team competencies. Once acceptable levels of competency are achieved, a team is considered capable of performing that specific Public Order operation. Such teams should be capable of performing these mission capabilities during both daytime and nighttime lighting conditions and all weather conditions relevant to the team's local environment.

2.6 Due to the size and scope of Public Order operations, it is uncommon for any agency to handle a single incident without using Memorandums of Agreement (MOA) or Memorandums of Understanding (MOU) or Intergovernmental Agreements (IGA). For this reason, Public Order officers and teams, regardless of where they are located or the size of the agency, should undertake the similar foundation training, based on their team's Basic, Intermediate or Advanced classification, and should work to a clearly defined tactical methodology. This philosophy affords trained officers the ability to easily integrate into other teams with the same classification, whether from municipal, county, state or federal law enforcement agencies. Integrated Public Order Units should be able to deal with the most serious Public Order incidents, without compromising tactics or operational effectiveness.

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3.0 PUBLIC ORDER UNIT CAPABILITIES

3.1 Basic, Intermediate and Advanced Public Order Units are designated law enforcement teams whose members are recruited, selected, trained, equipped, and assigned to police pre-planned public safety events or spontaneous violent civil unrest involving a threat to public safety, which would otherwise exceed the capabilities of traditional law enforcement first responders.

3.2 The primary characteristic of such teams that distinguishes them from other units is the focus of effort. Such teams are focused on the planning and execution phase of any Public Order policing operation, from sporting events, peaceful gatherings, protests and marches up to the extreme levels of violent civil unrest. Their purpose is to balance Constitutional policing of peaceful First Amendment demonstrations and to safely de-escalate civil disorder and violent civil unrest while improving safety for citizens, officers and others present at these incidents.

3.3 Each agency with a Public Order Unit (Basic, Intermediate or Advanced) must maintain a dedicated and current Public Order SOP (standard operating procedure).

3.4 Public Order Units are intended to mitigate or deter violent disorder. Many events are multi-faceted and will require the use of other police resources. The decision to deploy resources such as patrol officers, tactical teams and other law enforcement resources will be based on the situations understood by the incident commander and availability of resources. Nothing in this standard is intended to preclude agencies from utilizing other units in areas such as crowd management, protest marches or First Amendment demonstrations.

3.5 Public Order Units, whether Basic, Intermediate or Advanced, can be a full-time, collateral-duty, multi-jurisdictional or regionalized teams.

3.6 Agencies that do not have their own Public Order Units, and instead utilize other officers trained and equipped for mobile force operations, should have a Memorandum of Agreement (MOA) that recognizes and operates within the

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guidelines as set forth by this standard. The agreement should specify that the named Public Order Unit is the designated entity to be activated for pre-planned or spontaneous incidents or events that may require a Public Order response.

3.7 **Basic Public Order Unit:**

3.7.1 This role provides additional resourcing as non-specialized Public Order Unit (POU) trained staff capable of undertaking basic crowd management tactics in uniform of the day within the context of a Public Order/public safety event.

3.7.2 Basic Public Order Units should consist of one Basic Public Order Unit Commander, a minimum of three supervisors who will each be responsible for a squad of at least six Basic Public Order officers. The Unit will be broken down into three or more squads (example: Alpha, Bravo, and Charlie squads) which will be the line officers. They will deploy in uniform of the day for peaceful events. They will have the skillsets to use Public Order shields, engage with groups and practice de-escalation.

3.7.3 Basic Public Order Units will be trained in basic formations, crowd management and an introduction to Public Order defensive tactics, including Public Order shields and batons. The basic formations will include variations of police cordons with an emphasis on how to effectively utilize barrier systems in passive/basic crowd management roles. They will be trained on how to hold a line against minor disorder and hostility, to protect a building or other key strategic points. They will have an understanding of crowd management principles, the disorder scale, de-escalation tactics, basic open-hand techniques, plus laws and powers associated with civil disorder.

3.7.4 Basic Public Order officers will be trained and equipped with a Public Order shield, baton, Air Purifying Respirator (APR) and a Public Order helmet and will be deployed with equipment as appropriate to the nature of the incident (Type 3 PPE, see section 8.9).

3.7.5 Basic Public Order officers and units, regardless of where they are located or the size of the home agency, will undertake the similar initial training and will work to a clearly defined tactical methodology enabling them to

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integrate and work collaboratively alongside any other trained Basic Public Order Unit in the nation.

3.7.6 Basic Public Order Unit response vehicles should be equipped to support officers on deployment with PPE, Public Order shields and batons. These vehicles may be ballistic rated and may be rated for protection against violent disorder. Alternately, a separate support vehicle or trailer may be used to transport additional equipment.

3.8 Intermediate Public Order Unit:

3.8.1 This role provides additional resourcing as Intermediate Public Order Unit trained staff capable of undertaking basic crowd management, civil disobedience and moderate civil disorder in uniform of the day, utility uniform or full Personal Protective Equipment (Type 2 PPE, see section 8.10) within the context of a Public Order/public safety event. Intermediate Public Order officers would prove sufficient to many agencies for the majority of events but would not allow them the same capacity or levels of expertise as Advanced Public Order Units to deal with outbreaks of serious violent disorder.

3.8.2 Intermediate Public Order Units will consist of one Intermediate Public Order Platoon Commander, a minimum of three or four supervisors who will each be responsible for a squad of a minimum of six Intermediate Public Order officers. The unit will be broken down into a minimum of three squads (example: Alpha, Bravo, and Charlie squads) which will be the shield officers. They will have the skillsets to use Public Order shields in a defensive posture or dynamic modes of operation. They are also trained to engage with groups and practice de-escalation. An additional fourth optional support squad, unless otherwise embedded, is comprised of support elements such as Grenadiers, Evidence Gatherers, and Public Order Medics etc.

3.8.3 Intermediate Public Order Units must be able to deploy a full Public Order Unit as detailed above. They must meet the minimum equipment standards laid out and nationally adopted for personal protective equipment (Type 2 PPE , see section 8.10), including helmets, Public Order shields, limb protection, boots, gloves, Air Purifying

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Respirator (APR) and body armor. They must maintain the training standard as established.

3.8.4 Intermediate Public Order Units are designed and intended to work in conjunction with Advanced Public Order Units. It is intended for Intermediate Units to manage most low-level events beyond the capabilities of Basic Public Order Units and mid- to high-level disorder, bringing in Advanced Public Order Units where necessary to mitigate an increased threat level, requiring their enhanced training competencies, equipment and higher fitness levels.

3.8.5 Additionally, they may have dedicated vehicles and drivers, as well as Public Order Medics, Grenadiers, Evidence Gatherers, Bicycles and SWAT attached to the unit during deployment, but this is not necessary to maintain classification, merely an enhancement of their capabilities.

3.8.6 Intermediate Public Order officers will be knowledgeable in crowd management procedures including response levels, incident assessment, use of operations and equipment logs, and recording and reporting of incidents in which units have been used or deployed. Officers will also know Constitutional and human/civil rights legal requirements and will have the ability to work with other specialized units such as SWAT, Mounted, K-9, traffic, and aviation.

3.8.7 As with Basic Public Order Units, Intermediate Public Order officers and teams, regardless of where they are located or the size of the agency, will undertake the same initial training and will work to a clearly defined tactical methodology, enabling them to integrate and work alongside any other Intermediate Public Order Unit in the nation.

3.8.8 Intermediate Public Order Units may have protected vehicles equipped to respond to major violent disorder. These response vehicles may meet or exceed British Standard 7971 as it relates to Public Order Response Vehicles. It should be equipped to transport officers on deployment with Public Order shields and personal protective equipment. These vehicles may be ballistic and may be rated for protection against violent disorder e.g., hand-thrown missiles, axes, Molotov cocktails, street furniture,

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bricks etc. Alternately, a separate support vehicle or trailer may be used to transport additional equipment.

3.9 Advanced Public Order Unit:

3.9.1 Advanced Public Order Units are an enhancement of Intermediate Public Order Units and are best suited for a response to spontaneous, serious violent disorder as well as increasing options for command staff during the planning phase for known future large scale and high-profile events requiring mutual aid, whether from nearby, statewide, or even those requiring nationwide assistance. Advanced Public Order Units will be the most highly trained and best equipped Public Order teams in the nation.

3.9.2 Advanced Public Order Units must be able to deploy a full Public Order Unit as detailed above (Intermediate Unit). They must meet the minimum equipment standards laid out and nationally adopted for personal protective equipment, (Type 1 PPE, see section 8.11) and maintain the high training standard requirements.

3.9.3 Additionally, they may have dedicated vehicles and drivers, as well as Public Order Medics, Grenadiers, Evidence Gatherers, Bicycles and SWAT attached to the unit during deployment, but this is not necessary to maintain classification, merely an enhancement of their capabilities.

3.9.4 Advanced Public Order officers will have the capability to handle a variety of policing activities along the disorder scale from passive protests in uniform of the day and serious violent disorder in full PPE. They will also have the ability to quickly increase or decrease their levels of protection as needed and will have a higher level of awareness of when the units should be deployed. They will also be knowledgeable in crowd management procedures including de-escalation, response levels, and incident assessment, use of operations and equipment logs, and recording and reporting of incidents in which units have been used or deployed. Advanced Public Order officers will be experienced and knowledgeable in Constitutional and human/civil rights legal requirements and will have the ability to work with other specialized units such as SWAT, Mounted, K-9, traffic, and aviation.

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3.9.5 An Advanced Public Order Unit is capable of integrating and working within any public disorder environment. Their training and clearly defined tactical methodology enables them to integrate and work alongside any other Public Order asset or team.

3.9.6 Advanced Public Order Units should have Public Order protective vehicles fully equipped to deal with major violent disorder. These vehicles will be equipped to support officers on deployment with Public Order shields that meet BS 7971 or NIJ equivalent. These vehicles will also carry fire suppression equipment for use inside and outside of the vehicle. These vehicles will not be ballistic rated but should be rated to withstand violent unrest, hand-thrown missiles, axes, Molotov cocktails, street furniture, and bricks.

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4.0 COMMAND AND CONTROL

4.1 Agencies that conduct Public Order operations or deploy Public Order resources should be managed by a law enforcement trained command team fully versed in Incident Command (ICS). The following command levels and functions maintain NIMS compliance and support responder and public safety while enhancing mission effectiveness and clarity of role.

4.2 **Levels of Public Order Command - ICS (Gold-Silver-Bronze) titles:**[1]

Note[1]: *This document was designed to follow NIMS and ICS doctrine. Some of our international partners utilize the Gold-Silver-Bronze command structure. Where possible, command functions were more broadly defined to incorporate management principles common to both methodologies.*

4.3 **Public Order Incident Commander (Gold):**

4.3.1 The Public Order Incident Commander develops objectives for the overall management responsibility of a Public Order incident.

4.3.2 The Incident Commander defines the objectives and sets, communicates, reviews and updates strategy based on the threat assessment, intelligence development, and coordination with incident stakeholders. These objectives strive to ensure public and officer safety and security, determine resource allocation, and guide the overall incident management direction.

4.3.3 The Incident Commander is located at the incident command post to gauge incident complexity, assess threat potential, communicate with senior officials and vital stakeholders, and monitor overall resource and operational progress.

4.4 **Public Order Operations Section Chief (Silver):**

4.4.1 The Public Order Operations Section Chief directs all tactical operations, functions, and activities.

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4.4.2 The Operations Section Chief directs, develops, reviews, communicates, and coordinates the tactical plan based on the Incident Commander's overarching strategy and establishes a response structure appropriate to the incident complexity and threat level.

4.4.3 The Operations Section Chief should not be on the front line during large tactical incidents. The Operations Section Chief should be in a location that allows for situational awareness and communication with other members of the Incident Management Team.

4.5 **Public Order Branch Director (Bronze):**

4.5.1 Public Order Branch Directors have functional and/or geographic responsibility for major operational components of a Public Order incident.

4.5.2 Branch Directors control and deploy appropriate resources and direct tactics at a Public Order event to implement the Operations Section Chief's tactical plan in alignment with the Incident Commander's objectives.

4.5.3 Branch Directors are field commanders and will be situated at a location specific to their operational function or geographical area of responsibility.

4.6 **Intelligence and Investigative Function:**

4.6.1 It is the mission of the Intelligence/Investigations function to ensure that all intelligence and investigations operations and activities are properly performed, managed, coordinated, and directed.

4.6.2 NIMS allows implementation of this function to be modular, scalable, and flexible. The Intelligence/Investigations function can be incorporated within the command structure for the integration of intelligence and information collection, analysis, and sharing according to the needs of the Incident Commander.

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4.6.3 The Intelligence/Investigations function may be staffed at various levels depending on the nature of a Public Order event or incident. For handling conventional, unclassified information at a peaceful event, it may be staffed as a member of the command staff or as a specialist within a Public Order Unit. Conversely, for incidents where information requires specified intelligence clearances, is classified, or state or federal coordination may be a factor, it should be created as a separate general staff section. This would establish the Intelligence/Investigations function at equivalent authority with the Operations Section Chief and it will report to the Incident Commander directly.

4.6.4 The NTOA recommends that the Intelligence/Investigations function for a Public Order incident or event be established as **a separate branch of Public Order Operations managed by a Branch Director** when:

4.6.4.1 Organized criminal activity is involved or has occurred

4.6.4.2 The threat or likelihood of organized criminal activity, violence, or substantial civil unrest has become evident.

Source: *National Incident Management System (NIMS) Intelligence/Investigations Function Guidance and Field Operations Guide, October 2013*.

4.7 Incident Commander (Gold), Operations Section Chief (Silver), Branch Director (Bronze), Intelligence and Investigative function, role and responsibilities should be expanded upon within an Advanced Public Order Commanders Course.

4.8 **Briefing and Debriefing:**

4.8.1 It is the responsibility of all commanders to ensure that all their staff are briefed and debriefed in accordance with Incident Commander's strategic objectives and the Operations Section Chief's tactical plan, inclusive of any command protocols and tactical parameters.

4.8.2 All commanders should document their decision making and supporting rationale. This documentation will form part of the audit trail, retained for the designated statutory period.

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5.0 MULTIJURISDICTIONAL AND REGIONAL PUBLIC ORDER UNITS

5.1 The Public Order Units should develop appropriate agreements, protocols and procedures for support relationships between and among neighboring units. By establishing formal relationships with supporting teams, agencies will be better prepared to handle incidents which exceed the capabilities and resources of the primary jurisdictional team.

5.2 Where Public Order Units have access to additional supporting elements, they may also establish internal Standard Operating Procedures (SOPs) and/or external Memorandums of Understanding (MOUs), Memorandums of Agreement (MOAs) or Intergovernmental Agreements (IGAs) in compliance with any local, state or federal law.

5.3 At a minimum, these agreements should clearly delineate, establish and specify law enforcement chain of command, operational control, duties and responsibilities of supporting units and joint training requirements.

5.4 Agreements should also specify which agency is charged with jurisdiction in the event of a criminal investigation involving the actions of a Public Order Unit member, such as an officer-involved use of force or arrest.

5.5 It is incumbent upon agencies to understand the capabilities of their state's National Guard resources. The National Guard can be used to supplement local or state police response to an incident and should be deployed under the command of the Incident Commander. It is important that National Guard units be tasked in accordance with their training and level of PPE. NTOA recommends that highway patrol and state police organizations train with their state's National Guard on a regular basis. Incident Commanders should be familiar with their state and local process for requesting the National Guard.

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6.0 INITIAL SITE MANAGEMENT CONSIDERATIONS

6.1 First responding units and supervisors at a spontaneous Public Order incident involving violence should initiate immediate life safety and site management operations until Public Order commanders are able to take effective control.

6.2 Initial considerations may include the following:

6.2.1 Assume command of a Public Order incident and address immediate life safety matters. Initiate emergency rescues. Conduct priority evacuations.

6.2.2 Identify and establish an incident command post. Consider standoff distances, required security, and other hazards.

6.2.3 Establish exclusion zones, including hot/warm/cold zones, investigative perimeters, and safety zones.

6.2.4 Identify tactical staging areas with security.

6.2.5 Make appropriate notifications.

6.2.6 Initiate traffic/pedestrian control.

6.2.7 Establish a tactical operations center/forward command post.

6.2.8 Ensure crime scenes and investigative scenes are secured and processed.

6.2.9 Ensure evidence, intelligence, and information is appropriately safeguarded, gathered, prioritized, and/or disseminated.

6.2.10 Coordinate the deployment and staging of EMS, fire suppression, hazardous materials teams, and decontamination units.

6.2.11 Establish a liaison with EMS, initiate a medical threat assessment, and obtain an estimated number of casualties. Identify locations for casualty collection points and medical staging areas.

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6.2.12 Establish a robust communications platform that ensures interoperability with mutual aid partners and response agencies.

6.2.13 Establish a planning function to account for ordering, check-in, deployment tracking, and demobilization of resources.

6.2.14 Identify safe routes of travel for specialized vehicles (ambulances, fire suppression, armored rescue vehicles, mutual aid resources, etc.).

6.2.15 When appropriate, initiate dispersal orders.

6.2.16 Coordinate containment/isolation security teams.

6.2.17 Deploy infrastructure security teams.

6.2.18 In the absence of acts of active violence, first responding police officers should be able to perform basic medical care and coordinate with responding EMS units. In an effort to reduce the number of potentially preventable deaths, first responding units should triage casualties for the presence of immediate life-threatening injuries, apply tourniquets and pressure dressings, initiate basic airway maneuvers, and extract causalities to a collection point where they can be handed off to EMS for further care.

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7.0 ADVANCED PUBLIC ORDER RESOURCES

7.1 Once initial response actions are addressed, law enforcement commanders can order and organize specialized resources for immediate deployment based on the ongoing threat and risk assessments in the affected area. Timely requests for specialized units can promote safe and effective response and contribute to a successful resolution.

7.1.1 **Basic, Intermediate and Advanced Public Order Teams:** As detailed in Public Order Unit capabilities.

7.1.2 **Tactical Advisors:** Provides technical and legal Public Order considerations and guidance to police command team officers.

7.1.3 **Legal Advisor:** Provides legal advice to inform command decision making.

7.1.4 **Media Minders/liaison:** Provide protection, security and police communication with media.

7.1.5 **Scribe:** Records commander's actions, decisions and rationale to ensure an accurate evidential audit trail.

7.1.6 **Safety Officer:** Monitors incident operations and advises on all matters relating to safety, including health and safety of incident personnel.

7.1.7 **Public Order Medics or Tactical Physicians** assigned to render immediate medical care specifically to law enforcement teams. Properly trained medical providers may assist commanders with developing pre-deployment medical risk assessment, implementing risk reduction strategies, providing logistical support, and serving as a liaison to coordinate medical operations with local emergency medical services.

7.1.8 **Evidence Gathering Teams (EGT):** Use the most appropriate system or technical settings to produce evidential quality video footage prior to, during, and after a Public Order event or incident.

7.1.9 **Grenadier Team:** Be equipped with the following items as general team equipment based on mission capabilities:

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7.1.9.1 Short & Long Range Less Lethal Munitions & Delivery Systems
7.1.9.2 Chemical Munitions & Delivery Systems
7.1.9.3 Hand delivered
7.1.9.4 Launch-able

7.1.10 **Tactical Team or SWAT:** SWAT members to provide direct and general tactical support to Public Order incidents involving violent civil unrest and tactical situations.

7.1.11 **Mounted Unit:** A full mounted unit should be comprised of a minimum of six riders and horses (larger numerical combinations may be utilized dependent on the event). Provides a unique policing resource with a heightened response and public engagement value. Builds public trust and confidence by supporting policing activities such as response to incidents, maintaining Public Order, and preventing and detecting crime.

7.1.12 **Aviation Support (both manned and unmanned aircraft systems):** Fixed wing aircraft for surveillance, rotary aircraft for team insertion/rescue and medical evacuations. Unmanned Aircraft Systems for surveillance and intelligence collection.

7.1.13 **Tactical K-9 Support:** K-9 handlers that assist with perimeter control, vehicle security, and high-risk search operations to include specialty EOD K-9's.

7.1.14 **Bicycle Teams:** Provides a mobile police response on bicycles and can be a highly useful resource.

7.1.15 **Forward Intelligence Teams (FIT):** Identify and differentiate individuals and groups who may become involved in or encourage disorder or violence or increase levels of tension. Establish dialogue with such individuals or groups using observation and conversation to gather information and develop intelligence. Seek out and identify areas of risk, including breakaway groups, possible missile caches, and routes and modes of travel of possible offenders and provide supervisors with prompt updates.

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7.1.16 **Police Liaison Teams (PLT):** Engage in dialogue and communication with and ensure the flow of information between police officers, crowd members and other individuals during the event in order to support public safety and the effective running of a Public Order event or incident by utilizing de-escalation techniques to reduce tensions.

7.1.17 **Arrest Teams:** Identify and differentiate individuals and groups who become involved in criminal activity, encourage disorder or violence, or increase levels of tension. Provide commanders with updates so that resources can be deployed effectively and efficiently. At the discretion of the Public Order Unit commander, should make specific and timely arrests of individuals who become involved in unlawful activity and may provide commanders with updates so that resources can be deployed effectively and efficiently.

7.1.18 **High Volume Arrest Teams:** Ability to make and manage a large number of arrests.

7.1.19 **Extrication Teams:** Teams of officers with specialized training, knowledge and skills to operate the tools necessary to extricate individuals safely from protester devices and direct action devices while reducing liability and ensuring due process.

7.1.20 **Extraction Teams:** Locate and remove individuals from within a violent crowd (e.g., officer/citizen rescue).

7.1.21 **Infrastructure security teams:** Provides enhanced protection for vulnerable sites.

7.1.22 **Department of Transportation:** Have an abundance of resources to assist with road closures, traffic control and the removal of disabled vehicles.

7.1.23 **Barrier Teams:** Deployed to manage deployment and collection of physical barriers.

7.1.24 **Transportation Officer:** Responsible for the secure detention, care and welfare of detained persons while transporting them to custody or other locations on behalf of arresting officers.

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7.1.25 **Custody Supervisor:** oversee the custody of detainees, ensure the care and welfare of detained persons, and manage the detention of all persons in custody.

7.1.26 **Detention Officers:** Assist custody supervisor with general administration and operation of high-volume arrests as directed. Address mandatory aspects of the intake procedure for detainees, including searching, securing of property, taking of fingerprints and photographs in accordance with relevant legislation and policy.

7.1.27 **Tactical Bomb Squad Support:** Bomb technicians to provide direct and general support to Public Order incidents involving explosive hazards.

7.1.28 **Hazardous Material (Haz Mat) Support Unit:** Haz Mat technicians to provide direct support in decontamination, hazard detection, air monitoring, etc.

7.1.29 **Fire Rescue Task Forces:** May include fire department, EMS and law enforcement mutual aid resources with a preplanned communication structure and zone-related responses. Law enforcement officers provide physical security and law enforcement capabilities for task force members in order to minimize delay in the delivery of fire apparatus or ambulance services in warm or hot zones. NTOA encourages law enforcement agencies to train with local fire and rescue companies.

7.1.30 **Catering:** Provides refreshments and sustenance for prolonged events.

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8.0 EQUIPMENT STANDARDS

8.1 Any personal protective equipment that is selected for use must be used as trained and directed and be compatible and commensurate to the threats and vulnerabilities that are identified by preliminary and ongoing risk assessments.

8.2 It is the duty of care of all officers, supervisors and commanders who face situations with actual or potential civil unrest to ensure that they are protected. Proper PPE not only protects officers from physical injury but also from mental anguish and civil liability. When officers are properly protected, they have the confidence to focus on their duties without worrying about being injured; they are more likely to make better decisions and are less likely to use excessive or unreasonable force, which results in fewer public complaints and less property damage. With this in mind, it is necessary to protect officers from head to toe to mitigate the range of potential threats.

8.3 Any personal protective equipment that is selected for use must be compatible and commensurate to the threats and vulnerabilities that are identified by preliminary and ongoing risk assessments.

8.4 A protective ensemble designed and tested to work together as a system is recommended. The helmet, base layer, torso protection, limb guards, outer covering, gloves, and footwear must function together while allowing the officer the needed mobility to maneuver and engage in tactics to address violent unrest.

8.5 The National Institute of Justice (NIJ) has identified the following as performance standards that may meet agencies' needs until such time as U.S. standards can be developed:

8.5.1 British Standard 7971, Protective clothing and equipment for use in violent situations and in training

8.5.2 HOSDB Blunt Trauma Protector Standard for UK Police (2007)

8.5.3 PSDB Protective Headwear Standard for UK Police (2004)

8.5.4 HOSDB Flame Retardant Overalls Standard for UK Police (2008).

8.5.5 The UK Home Office tests products to these standards and maintains a listing of products meeting the requirements of these standards on https://ped-cast.homeoffice.gov.uk/index.php/search/search_equipment/n

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8.5.6 When considering equipment to purchase, it is advisable to check the above listing, which can be searched by product, manufacturer, or model number. If the product you are considering is not listed here, then it has not been tested and verified to meet the appropriate standard. You should also request a copy of the certificate of conformity from the manufacturer.

8.6 It is recommended that all officers are clearly marked with a visible unique Agency/Team and officer identifier. This supports command and control capabilities through enhanced unit cohesion. It also provides accountability and transparency for police operations.

8.7 To improve interoperability and support command and control it is recommended that the following Public Order asset identification color scheme is followed:

8.7.1 Officer – Blue

8.7.2 Squad supervisor – White

8.7.3 Unit Commanders (and police command team) – Yellow

8.7.4 Medic – Green

8.7.5 Grenadier – Orange

8.7.6 Evidence Gathers – Purple

8.8 **General equipment considerations:**

8.8.1 **Torso and Limb protection**

8.8.1.1 Manufacturers are obligated to design torso/limb protection that absorbs the energy from, thrown/ launched projectiles, handheld impact weapons and slashing-type weaponry with a minimal back-face deformation after being impacted.

8.8.1.2 Limb/torso protection must have an outer layer made of a self-extinguishing material or be treated with a self-extinguishing coating. These materials flame in fire and extinguish by themselves when fire is removed. Additionally,

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retention systems are required to be of a no melt/drip material.

8.8.1.3 Limb guards must work as part of a personal protective ensemble and may be worn as a standalone or under a protective outer suit.

8.8.2 **Leather gloves**

8.8.2.1 It is essential that gloves be of an outer material that is, or treated to be, fire resistant/ retardant. The material must also shed chemicals, petroleum products and repel caustic substances.

8.8.2.2 The gloves are required to be constructed to protect the hands from mechanical injuries, including blunt trauma, thrown projectiles, and possible cutting or slashing.

8.8.2.3 Gloves must exhibit the proper dexterity for an officer to handle firearms or other defensive weaponry. It is essential that officers are able to handle prisoners, operate communication devices and manipulate other devices and equipment that require fine motor skills while wearing protective gloves.

8.8.3 **Head Protection**

8.8.3.1 The most immediate threat to an officer during an event is blunt trauma to the head. The trauma may be caused by a thrown blunt object or by a swung object, either of which may or may not strike at terminal velocity or may penetrate due to embedded spikes or other protruding secondary weapons. Therefore, the helmet is the most crucial of all PPE.

8.8.3.2 The second threat of concern to the officer's head and face is fluid, which may be of any configuration, caustic, biohazard, or toxic or it may be on fire. To protect against fluids, the helmet must have a skirt off the back to allow fluid run off onto the officer's uniform (rather than onto the skin) and must have a seal between the helmet shell and face shield to allow fluid to run off to the side of the helmet rather than drip into the user's face. It must have a face shield the does not fog, allows

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for a good field of vision, and that is easily moved from the open to closed position.

8.8.3.3 A full helmet with nape guard, 3-millimeter protective visor with a splashguard gasket, retention chin strap, and helmet markings.

8.8.4 **Hearing Protection**

8.8.4.1 The perfect hearing protection solution would fit under a Public Order helmet, allow for situational awareness, allow the officer to have a normal conversation, provide attenuation to protect against extremely high decibel noises, integrate directly into the officer's portable radio system and allow the officer to don and doff an air-purifying respirator. This is a challenging set of requirements, and there is currently not a product that provides all of these features for Public Order police.

8.8.5 **Eye Protection**

8.8.5.1 High-powered, hand-held lasers are more frequently being used against law enforcement officers to distract, disorient, or injure them. These lasers are inexpensive, easy to obtain, easy to conceal and carry, and easy to use, and some can cause temporary or permanent blindness with only momentary exposure. It is recommended personnel be equipped with either face shields or safety glasses under the face shield which protect the eyes from debris and laser light, especially in the blue, green, and red frequencies.

8.8.6 **Respiratory Protection**

8.8.6.1 Air-purifying respirator (APR) with National Institute for Occupational Safety and Health (NIOSH) approved filters for the hazards they potentially could be exposed to during violent unrest (preferred). Agencies considering purchasing or issuing CBRN filters should refer to manufacturers recommended use.

8.8.6.2 Law enforcement agencies that consider purchasing APRs should carefully research each product's overall capabilities

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and limitations in relation to their agency's operational needs and consider NIOSH and OSHA mandates and regulations.

8.9 **BASIC Public Order Officer PPE (Type 3) Equipment:**

8.9.1 First Aid Kit (IFAK)/Tourniquet etc.

8.9.2 Radio

8.9.3 National Institute of Justice (NIJ) rated Ballistic Vest

8.9.4 Handgun

8.9.5 Baton

8.9.6 Handcuffs

8.9.7 An outer duty belt

8.9.8 Public Order Shield

8.9.9 Public Order Helmet

8.9.10 Eye Protection

8.9.11 Hearing Protection

8.9.12 Air-purifying respirator (APR) Air Purifying Respirators (APR) with National Institute for Occupational Safety and Health (NIOSH) approved filters.

8.10 **INTERMEDIATE Public Order Officer PPE (Type 2) Equipment:**

(Equipment in addition to Type 3)

8.10.1 Leather public-order boots with composite shanks and toes, FR laces, and built-in metatarsal protection

8.10.2 Limb and Torso protection

8.10.2.1 Limb guards, providing protection of areas as follows:

8.10.2.1.1 Shin

8.10.2.1.2 Knee

8.10.2.1.3 Thigh

8.10.2.1.4 Groin

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8.10.2.1.5 Forearm/elbow

8.10.2.1.6 Upper arm/ shoulder

8.10.3 Public Order Gloves

8.11 **ADVANCED Public Order Officer PPE (Type 1) Equipment:**

(Equipment in addition to Type 2 and 3)

8.11.1 National Institute of Justice (NIJ) rated Ballistic Vest and/or Plate Carrier

8.11.2 Fire-retardant and gasoline-shedding coveralls (one-piece or two-piece). Two-piece is recommended for ease of ventilation.

8.11.3 Under garments that conform to the fire-retardant coveralls manufacturers recommendations and meet British Standard 7971 or NIJ standards. Undergarments may include:

8.11.3.1 Wool base layer (or similar product with no melt/no drip qualities) next to the skin providing full body coverage including arms and legs

8.11.3.2 Wool socks (or similar product with no melt/no drip qualities), next to the skin

8.11.3.3 Balaclava to protect the head and neck area

8.11.4 Personal fire extinguisher with carrier (preferred). It should be non-toxic and meet a range of capabilities that enable the officers to extinguish themselves or other officers who may be engulfed in flames. If not individually issued an integrated fire suppression capability must be maintained at the squad level at all times

8.11.5 The following equipment is recommended:

8.11.5.1 A cache of fire extinguishers, with a wide range of capabilities, for use during violent disorder to suppress fires that are in the incipient stages.

8.11.5.2 Non-flammable hydration system with carrier

8.11.5.3 Misc. gear pouches

8.11.5.4 A straight or positive locking 24” acrylic or polycarbonate baton with holder.

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8.11.5.5 Headset, Earpiece, PTT (push to talk) switches for supervisors and/or all officers.

9.0 TRAINING: PUBLIC ORDER REQUIREMENTS

9.1 Public Order command should facilitate the development of appropriate annual training plans, lesson plans, schedules, and management protocols for the conduct of training that is consistent with Public Order Training Curriculum provided within this document (see below). This should include, but is not limited to, designation and delineation of critical skills and the required internal certification processes as well as development of minimum training hour requirements based on the critical skills identified and the team's unique operational tempo. The training program should include a documentation and verification process.

9.2 Every Public Order officer must have a maintained record of training with an expiration date. Any officer not up to date within the mandated training period should not be deployed in a Public Order role.

9.3 Police command team officers (Branch Director and above) must be trained and accredited as operationally competent by their agency.

9.4 Training should incorporate current NTOA standards relating to safe conduct and the development of scenario-based exercises.

9.5 Based upon the mission competencies of Basic, Intermediate or Advanced Public Order Units previously described in this standard, it would be difficult for most collateral-duty or fulltime teams to maintain operational readiness without meeting the following training recommendations:

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PUBLIC ORDER UNIT TRAINING REQUIREMENTS	BASIC (BPOU)	INTERMEDIATE (IPOU)	ADVANCED (APOU)
Foundation Training	16 hours	30hrs	40hrs
Minimum Refresher Training	8 hours	8 hours quarterly or 32 hours annually	8 hours monthly or 24 hours quarterly or 96 hours annually
Task Specific Fitness Standards (TSFS)	Fitness standards should be developed based on specific operational fitness demands and local policy.		
Police Command Team	40 hrs Advanced Public Order Unit Command Training		
Specialist Functions (+ Foundation Training) Specialist must complete training commensurate to legal and tactical needs to perform their additional designated functions.	***Not all inclusive*** Evidence Gathering Teams, Forward Intelligence Teams, Police Liaison Teams, Arrest Teams, Munitions Teams (Grenadiers), Protestor Device Extrication ***** Should receive specialist training in addition to the Foundation and Refresher Training *****		

9.6 BASIC PUBLIC ORDER UNIT:

9.6.1 **Duration:** Basic public order officer foundation training should have a minimum duration of 16 hours to ensure sufficient training delivery time to meet course content objectives.

9.6.2 **Foundation Training:** The basic public order course is aimed at giving every officer at the department/agency a basic understanding of and ability in Public Order policing.

9.6.3 Agencies conducting Public Order operations in environments of basic crowd management, passive protests and everyday policing of peaceful marches, static protests, and First Amendment events within the context of a Public Order /public safety event should train and equip their personnel in the following competences:

9.6.3.1 Skills to carry out plans that are set by the command team in the management of Public Order to contribute to keeping people safe and to the effective constitutional policing of a peaceful event or protest.

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9.6.3.2 Proficiency donning and doffing Public Order helmets and air purifying respirators.

9.6.3.3 Proficiency in the use and retention of Public Order shields.

9.6.3.4 Proficiency in the use and retention of a baton.

9.6.3.5 Wearing, handling and proper use of a police baton in compliance with agencies use of force policy and state laws.

9.6.3.6 Understanding the difference between passive resistance, active resistance and active aggression, how they relate to the application of force during Public Order events, and proper documentation of the justification and application of force.

9.6.3.7 Basic understanding of dispersal orders, tactics and high-volume arrest procedures while recognizing all factors relating to the dignity and wellbeing of detainees during all stages of their detention and release or transfer.

9.6.3.8 Basic understanding of crowd dynamics and crowd psychology.

9.6.3.9 Ability to communicate with other police officers to ensure prompt action to risk where appropriate and within tactics and plans.

9.6.3.10 Ability to remove disorderly individuals from Public Order or public safety events including stadiums or other similar venues.

9.6.3.11 Ability to preserve order during large-scale evacuations.

9.6.3.12 Understand the concepts and tactics of a tactical withdrawal and relief in place.

9.6.4 **Continuing Education:**

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9.6.4.1 Officers should be required to undertake 8 hours (one day) refresher training once a year, in addition to annual re-qualifications for task-specific fitness standards based on the functions and services being provided by the Public Order Unit.

9.6.4.2 The refresher should cover any recent developments in Public Order policing, legislation and policies as well as revisiting the basic crowd management principles taught in the initial course.

9.7 INTERMEDIATE PUBLIC ORDER UNIT (IPOU):

9.7.1 **Duration:** Intermediate public order officer foundation training should have a minimum duration of 30 hours to ensure sufficient training delivery time to meet course content objectives.

9.7.2 **Foundation Training:** The intermediate Public Order course is aimed to allow units to work alongside and in conjunction with Advanced Public Order Units.

9.7.3 Intermediate Public Order officers conducting operations in environments of civil disobedience and/or civil disorder within the context of a Public Order /public safety event should be trained and equipped in the following competencies:

9.7.3.1 Skills to carry out strategy and tactics that are set by the command team in the management of Public Order to contribute to keeping people safe and to the effective constitutional policing during civil disobedience and/ or civil disorder during an event or protest.

9.7.3.2 Proficiency donning and doffing Intermediate Public Order PPE and air purifying respirators.

9.7.3.3 Use, and where appropriate, inspect and maintain Public Order PPE to ensure safety of officers using PPE for Public Order operations or incidents.

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9.7.3.4 Ability to use principles of crowd dynamics and crowd psychology to evaluate ongoing threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate and within tactics and plans.

9.7.3.5 Ability to recognize violent or dangerous crowd behavior during Public Order operations and public safety events and understand the tactical transition between serious violent civil unrest and civil disorder.

9.7.3.6 Understand the difference between passive resistance, active resistance and active aggression, how they relate to the application of force during Public Order events, and proper documentation of the justification and application of force.

9.7.3.7 Understand the use of dispersal orders, tactics and high-volume arrest procedures while recognizing all factors relating to the dignity and wellbeing of detainees during all stages of their detention and release or transfer.

9.7.3.8 Able to identify and remove disorderly or passive aggressive individuals from Public Order of public safety events including stadiums or other similar venues.

9.7.3.9 Proficient in the application of force in Public Order operations including the use of handcuffs, open-hand control techniques, escort techniques and batons in compliance with agency use of force policies.

9.7.3.10 Understand the use and retention of batons and Public Order shields.

9.7.3.11 Small unit response and engagement during critical incidents or mass casualty events that may occur during a public safety event, including but not limited to, active shooter events, vehicle borne attacks, terrorist bombings, etc.

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9.7.3.12 Understand the concepts and tactics of a tactical withdrawal and relief in place.

9.7.3.13 Ability to preserve order during large scale evacuations.

9.7.3.14 Engage in and contribute to the debriefing process to ensure information is effectively transmitted and to contribute to organizational learning.

9.7.4 **Continuing Education:**

9.7.4.1 Officers should be required to undertake 8 hours quarterly or 32 hours annual refresher training each year, in addition to annual re-qualifications for task-specific fitness standards.

9.7.5 **Task Specific Fitness Standards:**

9.7.5.1 Intermediate Public Order officers should be required to undergo annual re-qualifications for Task Specific Fitness Standards (TSFS) based on the functions and services being provided by the Public Order Unit.

9.8 ADVANCED PUBLIC ORDER UNIT (APOU):

9.8.1 **Duration:** Advanced public order officer foundation training should have a minimum duration of 40 hours to ensure sufficient training delivery time to meet course content objectives.

9.8.2 **Foundation Training:** Advanced Public Order officers course aims to introduce new operators to the fundamental skill sets required for most mission capabilities. Successful completion of an introductory course is not meant to be all encompassing and should not suggest that an operator is fully competent However, they should receive comprehensive training providing them with the skillset to, with the addition of the proper protective equipment, be immediately integrated into an existing Advanced Public Order Unit as a deployable asset. Foundation Public

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Order courses should be followed by a full cycle of training as required for the formal competencies as stipulated below.

9.8.2.1 Advanced Public Order officers conducting operations in environments of serious violent civil unrest within the context of a Public Order/public safety event should be trained and equipped in the following competencies:

9.8.2.2 Skills to carry out strategy and tactics that are set by the command team in the management of Public Order to contribute to keeping people safe and to the effective constitutional policing and management of widespread civil unrest.

9.8.2.3 Proficiency donning and doffing Advanced Public Order PPE and air purifying respirators.

9.8.2.4 Use, and where appropriate, inspect and maintain Public Order PPE to ensure safety of officers using PPE for Public Order operations or incidents.

9.8.2.5 Proficient in the proper use of Public Order vehicles, armored rescue vehicles and other specialized vehicles.

9.8.2.6 Able to operate in an environment of sustained violence directed toward law enforcement which may include the use of Molotov cocktails, improvised explosives, missiles, projectiles, hazardous materials, lasers and many other harmful objects, substances or vehicles.

9.8.2.7 Ability to use principles of crowd dynamics and crowd psychology to evaluate ongoing threat and risk to public safety when policing and communicate with other police officers to ensure prompt action to risk where appropriate and within tactics and plans.

9.8.2.8 Expert in the difference between passive resistance, active resistance and active aggression, how they relate to the

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application of force during Public Order events, and proper documentation of the justification and application of force.

9.8.2.9 Proficient in the use of dispersal orders, tactics and high-volume arrest procedures while recognizing all factors relating to the dignity and wellbeing of detainees during all stages of their detention and release or transfer.

9.8.2.10 Ability to remove violent or dangerous individuals from Public Order operations including public safety events inside of stadiums or other similar venues.

9.8.2.11 Proficient in officer/citizen and victim rescue procedures

9.8.2.12 Highly proficient in the use of Public Order shields in a defensive posture and during necessary dynamic modes of operation.

9.8.2.13 Highly proficient in the use of batons and baton retention.

9.8.2.14 Highly professional and technical in the application of force in Public Order operations including the use of handcuffs, open hand control techniques and escort techniques.

9.8.2.15 Able to integrate specialized resources including but not limited to Evidence Gathering Teams, Police Liaison Teams, Grenadier Teams, Public Order Medics, SWAT and fire suppression.

9.8.2.16 The identification, preservation and security of active crime scenes in Public Order environments.

9.8.2.17 Small unit response and engagement during critical incidents or mass casualty events that may occur during a public safety event, including but not limited to, Active shooter events, vehicle borne attacks, terrorist bombings etc.

9.8.2.18 Understand tactical withdrawal and relief in place procedures.

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9.8.3 **Continuing Education:**

9.8.3.1 Training should consist of a minimum of 8 hours per month or 24 hours per quarter or 96 hours of annual refresher training and skills development classes per year. Refresher courses may be delivered by designated agency instructors, who are either team leaders or experienced team members and have law enforcement train the trainer certification.

9.8.3.2 Training should include regular, recurring, and documented critical skills training that is dynamic and realistic. It is recommended that critical skills training be based upon mission capabilities and current operational requirements as identified by the individual agency

9.8.4 **Task Specific Fitness Standards**

Advanced Public Order officers should be required to undergo annual re-qualifications for Task Specific Fitness Standards (TSFS) based on the functions and services being provided by the Public Order Unit.

9.9 **UNIT COMMANDER AND SQUAD SUPERVISOR TRAINING:**

9.9.1 Unit commanders and squad supervisors should train in the role of which they are to be operationally deployed. They should receive specific theoretical and practical training commensurate to the specific role that they are performing. Rank alone does not ensure the capability of performing the role within a Public Order environment.

9.9.2 Public Order Unit Commanders should be required to complete a Public Order Commanders' Course to fully understand their strategic capabilities during a Public Order operation, their role and responsibilities within that operation, the legal constraints to consider of and the necessity to keep an audit trail and document their decision making process; before, during and after any use of force or deployment.

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9.9.3 **Public Order Commander Core Competencies**

9.9.3.1 Public Order commanders should have broad and specific knowledge of public order tactics as well as specialist roles and capabilities. Public Order commanders must have an understanding of the capabilities, limitations, procedures, and legal requirements for the use of less lethal impact munitions and chemical agents.

9.9.3.2 Public Order commanders should have broad knowledge regarding current academic crowd theory or research including the Elaborated Social Identity Model (ESIM).

9.9.3.3 Public Order commanders must understand the impact of public order actions or lack of actions during crowd management and control including the impact beyond the immediate tactical venue. The effects on the community at large, other members of the public in the vicinity of the event and involved officers must be understood and planned for by Public Order commanders.

9.9.3.4 Public Order commanders must be able to communicate their rational for action or inaction up and down the chain of command, to the media and directly to the public before an event, in real time and in the aftermath of public order operations.

9.9.3.5 Public Order commanders must understand the short- and long-term impact of specialty equipment on the public both present and at large and officers. They must understand all areas of impact including health and safety, legal and effects on public perception of law enforcement legitimacy.

9.9.3.6 Public Order commanders must be able to work with other police units to write operational plans and comprehensive threat and impact assessments.

9.9.3.7 Public Order commanders must have knowledge regarding any regional mutual aid agreements, intergovernmental agreements, or memorandums of understanding related to responding to public order events.

9.9.3.8 Public Order commanders must have specific knowledge of relevant local, state and federal statutory and case law related to protests, civil disobedience, civil unrest and riots.

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9.9.3.9 Public Order commanders must be able to plan for, operate, and manage events using ICS

9.9.3.10 Public Order commanders must able to work in public order PPE when appropriate

9.10 COMMAND TEAM TRAINING:

9.10.1 The police command team (Branch Director and above) should be required to complete a 40-hour (5 day) Advanced Public Order Commanders' Course.

9.10.2 The aim of the course is to understand and develop the skills, knowledge and understanding pertinent to their specific roles at a Public Order pre-planned or spontaneous incident or event.

9.10.3 Successful completion of an introductory course is not meant to be all encompassing and should not suggest that an operator is fully competent. The comprehensive training should form part of a continuous development plan to demonstrate operational competence.

9.11 SPECIALIST TEAMS:

9.11.1 Critical skill training such as Evidence Gatherer Team, Forward Intelligence Team, Grenadier Team, Tactical Medics, and Arrest Teams, Police Liaison Teams, etc. should be in addition to the above-listed hours for foundation training. These additional training hours should be based upon the specialized assignment of the operator and any state requirements or certification process that is required of them.

9.11.2 Each agency should develop the tactical law enforcement capabilities of its specialist teams based upon a reasonable threat assessment, a risk analysis and clear direction from the organization's leadership.

9.11.3 A vision of what the specialist teams should be expected to do help define the type of teams that are needed for the agency and subsequently will help determine what capabilities are necessary.

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9.11.4 Developing the capabilities of specialist teams begins with a sound training management and budgeting plan.

9.11.5 Contemporary training management philosophies encourage a building block approach that begins with individual, element or unit, and then team specialist competencies.

9.11.6 Teams should be capable of performing these mission capabilities during both daytime and nighttime lighting conditions and all-weather conditions relevant to the team's local environment.

9.11.7 **Evidence Gathering Teams (EGT):**

9.11.7.1 Evidence gatherers should need to attend a specialist Public Order Evidence Gathering course in addition to the Advanced Public Order foundation course.

9.11.7.2 They should use the most appropriate system or technical settings to produce evidential quality video footage prior to, during and after a Public Order event.

9.11.8 **Forward Intelligence Teams (FIT):**

9.11.8.1 Forward Intelligence Officers should need to attend a specialist Public Order Forward Intelligence Team course in addition to the Advanced Public Order foundation course.

9.11.9 **Grenadier Teams:**

9.11.9.1 Grenadier Teams should need to attend a specialist Public Order less lethal and chemical munitions course in addition to the Advanced Public Order foundation course. Once acceptable levels of competency are achieved, generally through a use of less lethal and/or chemical munitions certification, a team is considered capable of performing the delivery of specific munitions.

9.11.10 **Arrest Teams**

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9.11.10.1 Arrest Team Officers should need to attend a specialist arrest team course in addition to the Advanced Public Order foundation course.

9.11.11 **Police Liaison Teams**

9.11.11.1 Police Liaison Team Officers should need to attend a specialist police liaison team course related to community relations, engagement, mediation, intelligence gathering and de-escalation.

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10.0 POLICY REQUIREMENTS FOR PUBLIC ORDER AGENCIES

10.1 Law enforcement agencies should develop and maintain written policies designed to meet the needs of their operational environment and consistent with this standard.

10.2 The policy topics listed below are not all inclusive but do provide the minimum basis for the sound management of any Public Order Unit. Unit commanders are strongly encouraged to explore any and all topics that may need to be established through a specific policy.

10.3 Policy that identifies organizational, command, and inter-agency relationships should adhere to and comply with the National Incident Management System to integrate into other jurisdictional preparedness, response, and recovery efforts. Memorandums of Agreement/Memorandums of Understanding, if applicable, should be incorporated into the policy.

10.4 Personnel management policy that addresses selection, retention, mandatory physical and tactical competency and other appropriate personnel management processes to include the development of protocols and processes for the selection of Public Order Unit members. This policy should also address appropriate behavior and acceptable language when interacting with the public. Such policies should also address minimum training and experience requirements for Public Order leadership positions before they assume command.

10.5 Policy that outlines training requirements. Minimum time periods should be established to develop and maintain assigned critical skills.

10.6 Policy that explains the activation and deployment approval process of the team. Teams operating through an MOU, should include an automatic notification and activation system to ensure the appropriate resources are deployed for the significance of the event.

10.7 Policy that addresses the appropriation, care, maintenance and inventory of team equipment. It should also address normal life-cycle wear and removal of obsolete or faulty team equipment.

10.8 Policy that explains the design, activation and implementation of appropriately staffed and equipped incident facilities which may include an incident command post, tactical operations center, joint information center, etc.

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10.9 Development of appropriate protocols and procedures for the conduct of long-term or extended operations. Protocols should include, at a minimum, processes for relief and rotation of personnel and proper staffing and training of a command post, base, and department operations center.

10.10 Develop policy regarding documentation of Public Order incidents or events for the purposes of risk mitigation, training, lessons learned/information sharing, and liability (See example in supporting documents and NTOA document sharing file). The unit commander is responsible to ensure necessary incident documentation is prepared, collected, collated, archived, and forwarded to the appropriate planning section or command element.

10.11 Essential documentation may include Incident Action Plans (IAP), tactical or operational plans, intelligence reports of appropriate clearance, briefings, vehicle inspection records, timeline and deployment records, use of force records, citizen/law enforcement/prisoner medical treatment records, prisoner detention records, property records, arrest reports, and an after-action report, when available.

10.12 Policy requiring a threat and risk assessment for team deployments, especially for pre-planned events such as protests or marches. The operational threat and risk assessment should include an appropriate medical plan.

10.13 Policy addressing passive resistance, active resistance, active aggression (levels of subject resistance) and their specific relationship to the proportionate application of force in a Public Order environment.

10.14 Policy requiring after-action reports (AARs) which capture tactical and incident debriefing information for training purposes. Public order command should review all AARs, critiques, tactics and actions taken by all elements during the critical incident. Documentation should be retained in accordance with agency policy and state statute.

10.15 Public order command should be capable of producing a written annual report, which should include a summary of all activations, the nature of incident or event, resolution, injuries occurred, use of force and other critical information.

10.16 Agency policies and Standard Operating Procedures (SOPs) should be reviewed and approved in accordance with agency policy and national best practices. Any changes should include a risk assessment based on, but not limited to, the following criteria:

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10.16.1.1 Case law review: Implications of national and jurisdictional rulings and precedents on current training, operations and policy.

10.16.1.2 Training updates: Ensuring agency policy and SOP correspond with latest training received. Compliance with applicable law as well as an ongoing assessment of risk management processes.

10.16.1.3 Operational practices: Ensuring actual operational tactics are reflective of policy and a risk assessment of team assignments and tactical incident responses are consistent with the safety priorities model.

10.17 All prior versions of SOPs should be archived for historical and potential litigation purposes.

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11.0 TACTICAL EMERGENCY MEDICAL SUPPORT

11.1 Public Order Medics or Tactical Physicians assigned to render immediate medical care specifically to law enforcement teams. Properly trained medical providers may assist commanders with developing pre-deployment medical risk assessment, implementing risk reduction strategies, providing logistical support, and serving as a liaison to coordinate medical operations with local emergency medical services.

11.2 Specialized tactical teams often deploy to high-risk, large-scale, and extended operations and under conditions that place law enforcement officers and first responders at increased risk for injury or illness. This risk profile calls for incorporating a medical element into all phases of these advanced operations.

11.3 Specialized Public Order Units should train and equip Public Order Medics to deploy routinely with specialized teams in a manner appropriate to the threat, the mission objectives, and in accordance with respective team protocols. Tactical Emergency Medical Support (TEMS) elements should perform in a manner that directly supports tactical operations with rapid access to casualties and opportunity to provide immediate medical countermeasures.

11.4 TEMS providers should be involved in all aspects of law enforcement special operations. They should serve as consultants to law enforcement commanders on all stages of planning and operations in matters of mission planning, team health and safety, and serve as the liaison between law enforcement operations, EMS services, and other state and local health care services.

11.5 Law enforcement agencies are encouraged to incorporate TEMS providers into non-operational roles such as training agency personnel in first-responder medical care and managing health and safety matters such as maintaining team health and immunization records.

11.6 The selection, training, and operational role of Public Order TEMS personnel should occur under written policies and procedures that include guidelines that establish clearly defined chains of operational and medical command and scope of practice.

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11.7 Public Order TEMS providers should practice under the medical direction of a physician trained and experienced in tactical medical care. The duties of the medical director should include the oversight of training, determining clinical competencies, authorizing the scope and competencies for medical procedures, and directing a quality assurance program.

11.8 Law enforcement agencies should advocate for state and local EMS guidelines that define the scope of practice for Emergency Medical Technicians and Paramedics supporting law enforcement operations.

11.9 Medical care providers supporting law enforcement operations should undergo TEMS specific didactic and skills training that provides for a working competency of medical best practices and tactics. Once trained, programs should validate ongoing provider competency through periodic retraining and skills reviews. Training should conform to established core competencies and be evidence-based. TEMS skills should include, but not be limited to, tactical theory and techniques, use of specialized medical equipment, tactical emergency casualty care (TECC), and casualty extraction.

11.10 Public Order medical providers expected to provide emergency care when operating in high-stress environments should be provided opportunities to remain highly proficient in their technical and clinical decision-making skills. Maintaining clinical proficiency requires that EMTs and paramedics supporting law enforcement operations continue to have ongoing experience as field EMS providers.

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GLOSSARY

Active Aggression	Includes a threat or overt act of an assault (through physical or verbal means), coupled with the present ability to carry out the threat or assault, which reasonably indicates that an assault or injury to any person is imminent.
Active Resistance	Includes physically evasive movements to defeat a member of the police service's attempt at control, including bracing, tensing, pushing or verbally signaling an intention to avoid or prevent being taken into or retained in custody.
Arrest Protocol	The formal process of placing subjects lawful under arrest, taking into custody consistent with civil rights, and associating the arresting peace officer(s) with the specific individual arrested.
Arrest Teams	Personnel assigned to arrest duties.
Booking Teams	Personnel assigned to custodial and arrest processing duties.
Chemical Munitions	Industry manufactured products intended for use to achieve a strategic objective by changing or influencing the collective behavior of a violent crowd.
Civil Disobedience	An unlawful and non-violent action involving a planned or spontaneous demonstration by one or more person(s).
Civil Disturbance	A gathering that constitutes a breach of the peace or any assembly of persons where there is a threat of collective violence, destruction of property, or other unlawful acts
Civil Unrest	A prolonged period of civil disturbance.
Command	The act of directing and/or controlling resources by virtue of explicit legal, agency, or delegated authority.
Command and Control	Authority and capability of an organization to direct the actions of its own personnel and the use of its equipment.
Command Protocol	Clarification on role, responsibilities and procedures.
Compliance Techniques	Reasonable, lawful use-of-force methods intended to encourage suspect cooperation.
Control Devices	Devices intended to assist peace officers in gaining control of subjects who refuse to submit to lawful authority (e.g., batons, electrical stunning units, restraint, chemical agents, etc.).
Cordon	A line of officers formed to accomplish an objective with or without PPE based on the risk assessment.
Critical Facilities	Any location essential to the well-being and safety of the community requiring law enforcement protection during a critical incident (e.g., law enforcement, fire and other government facilities; public utilities; hospitals; banks; gun stores; surplus etc.).
Crowd	A number of persons collected into a close body.
Crowd Control	Techniques used to address civil disturbances to include a show of force, crowd containment, crowd dispersal equipment and tactics, and preparations for multiple arrests.
Crowd Dynamics	Factors which influence crowd behavior.

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Crowd Management	Techniques used to manage lawful assemblies before, during, and after the event for purpose of maintaining lawful status.
Decontamination	Procedures taken to reduce the effects of chemical munitions.
Dispersal Order	Lawful orders communicated by law enforcement personnel commanding individuals assembled unlawfully to disperse.
Force Options	Reasonable force applications utilized by law enforcement to effect arrest, overcome resistance, and prevent escape.
Formations	Coordinated unit tactics utilized by law enforcement to control crowds, stop unlawful activity, disperse and/or arrest violators.
Grenadier	Specifically designated officers who are trained and currently certified to deploy less-lethal impact munitions and/or chemical munitions in a public order environment.
Incident Command System (ICS)	A standardized, modular emergency management model for management of emergencies. ICS is specifically designed to allow its user(s) to adopt an integrated organizational structure equal to the complexity and demands of single and multiple incidents without being hindered by jurisdictional boundaries.
Less Lethal Impact Munitions	Specialty impact munitions, hand-delivered or propelled from launching devices, at an extended range, intended for use based on manufacturer's recommendations in compliance with policy.
Mobile Tactics	The ability to rapidly deploy law enforcement personnel using vehicles and support specific public Order tactics.
Mounted Tactics	Crowd management or control with the use of horses.
Passive Resistance	A minimal physical action to prevent a police service member from performing their lawful duty. For example, a subject failing to comply with a lawful command and stands motionless and/or a subject going limp when being taken into custody.
Perimeter Control	Three perimeters include outer, middle and core. Perimeters are designed to control access to and from a defined operational area. The outer perimeter generally denies access to the area and is also referred to as the cold zone. The middle perimeter may contain command personnel and support elements and may be referred to as the warm zone. The core perimeter contains the crime scene or active operational area and may be referred to as the hot zone.
Public Order event	Any event designated as such, or where Public Order officers are deployed or anticipated to be deployed (E.g. held in reserve).
Public Order Squad	A tactical component consisting of one supervisor and six officers.
Public Order Unit	A collection of three squads.
Riot	As defined by local statute.
Stakeholder	Entities having a legal, professional, economic, or community interest/responsibility in the event.
Tactical Parameter	A restriction or constraint by which commanders must ensure police tactics are deployed.

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APPENDIX A: GUIDE FOR PERSONAL PROTECTIVE EQUIPMENT USED BY PUBLIC ORDER POLICE

(National Institute of Justice Civil Disturbance Unit Personal Protective Equipment Special Technical Committee, January 8, 2020)

Introduction

A Public Order police officer is an officer specially trained and equipped to manage and form of public gathering. A Public Order officer can be assigned to concerns, parades, marches, or demonstration events. These officers use best practices in Public Order policing to manage and deescalate tensions within the crowd.

It is the duty of every level of command and supervision who sends officers to face situations with actual or potential civil unrest to ensure that their officers are protected. Proper PPE not only protects officers for physical injury but also from mental anguish and civil liability. When officers are properly protected, they have the confidence to focus on their duties without worrying about being injured; they are more likely to make better decisions and are less likely to use excessive or unreasonable force, which results in fewer public complaints and less property damage.

With this in mind, it is necessary to protect officers from head to toe to mitigate the panoply of potential threats. No areas of likely vulnerability should be left unprotected due to different items of PPE not being compatible. Officers dealing with unrest routinely deal with threats such as thrown objects and caustic and flammable liquids.

A protective ensemble designed and tested to work together is needed. The helmet, base layer, torso protection, limb guards, outer covering, gloves, and footwear must function together while allowing the officer the needed mobility to maneuver and engage in tactics to address violent unrest.

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1.0 Scope

1.1. This guide addresses selection, procurement, and use of personal protective equipment (PPE) worn by Public Order police when managing crowds and maintaining order.

1.2. Typical PPE items necessary for a Public Order police officer include:

- Helmet with face shield
- NIOSH-approved respiratory protection
- Blunt trauma protection for the torso, shoulders, abdomen, groin, and limbs
- Outer garment (such as coveralls) providing flame, chemical, and biohazard protection
- Gloves providing impact, cut and flame resistance
- Footwear providing toe and metatarsal protection; flame, chemical, and liquid protection; and resistance to static electricity buildup

1.2.1. The above listed items are generally not available as an ensemble and must be purchased as individual items that are then worn together by an officer.

1.2.2. A Public Order shield is a type of PPE that provides additional protection against impact weapons and thrown objects, but these are not addressed in this guide.

1.3. For U.S. law enforcement agencies planning to procure new or certified protective equipment, the National Institute of Justice (NIJ) has identified the following as performance standards that may meet agencies' needs until such time as U.S. standards can be developed:

- British Standard 7971, *Protective clothing and equipment for use in violent situations and in training*
- *HOSDB Blunt Trauma Protector Standard for UK Police* (2007)
- *PSDB Protective Headwear Standard for UK Police* (2004)
- *HOSDB Flame Retardant Overalls Standard for UK Police* (2008).

1.4. This guide explains to end users the content and value of the above standards and how to procure equipment that meets standards and agency requirements.

2. Reference Documents

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2.1. British Standard 7971, *Protective clothing and equipment for use in violent situations and in training.*

2.2. 42 C.F.R. Part 84 (Approval of Respiratory Protective Devices).

2.3. Jorolemon MR, Krywko DM. Blast Injuries. [Updated 2019 Feb 22]. In: StatPearls [Internet]. Treasure Island (FL): StatPearls Publishing; 2019 January.

2.4. Publication No. 20/07, *HOSDB Blunt Trauma Protector Standard for UK Police*, 2007.

2.5. Publication No. 21/04, *PSDB Protective Headwear Standard for UK Police,* 2004.

2.6. Publication No. 89/08, *HOSDB Flame Retardant Overalls Standard for UK Police*, 2008.

3. Hazards and Threats Identified by Officers

3.1. Public Order Police are subject to injuries caused by exposure to a variety of hazards and threats caused by violent individuals during civil disturbance incidents, including those listed below:

3.1.1. Blunt trauma or cut injury due to thrown, launched, or hand-wielded weapons, such as bricks, bottles, ball bearings, baseball bats, and machetes

3.1.2. Burn injury from flaming materials/objects

Some examples of threats are:

- Molotov cocktails made from a glass bottle filled with gasoline and a soaked paper or fabric wick that is set on fire
- Blends of unleaded gasoline mixed with sugar
- Unleaded gasoline mixed with Styrofoam cup pieces
- Unleaded gasoline mixed with rubber bands
- Unleaded gasoline mixed with diesel
- Burning vehicles, garbage cans, or street furniture

3.1.3. Skin, eye, or inhalation injuries from chemicals intended harm to officers (See Appendix B for an explanation of chemical threats and hazards.)

3.1.4. Multiple injuries due to fireworks, mortars, or agency-deployed munitions

Protesters have used M-80s, mortars, and other types of commercially available fireworks against officers, and some have created improvised explosive devices by adding shrapnel to fireworks or placing fireworks inside glass bottles. Officers have also been injured by their own munitions, including flash bangs, pyrotechnic smoke, and less

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lethal aerosol canisters. These devices can injure officers when the device is mishandled or thrown back at officers.

Fireworks and police munitions can cause the following physical trauma: fractures, respiratory compromise, injuries to soft tissue and internal organs, internal and external blood loss with shock, burns, sensory impairment (especially of hearing and sight), and traumatic brain injury. (See Appendix C for information on blast injuries.)

3.1.5. Infection and disease that may result from thrown biological hazards (e.g., urine, feces, blood) or from cuts by contaminated weapons

During operational encounters with these hazards, it is not always apparent when exposure occurs.

3.1.6. Temporary or permanent impaired vision caused by lasers and bright lights intended to distract or disorient officers

3.1.7. Temporary or permanent hearing loss due to loud noises intended to distract or disorient officers

4. Necessary PPE and Features

4.1. Head protection

4.1.1. The most immediate threat to an officer during an event is blunt trauma to the head. The trauma may be caused by a thrown blunt object or by a swung object, either of which may or may not strike at terminal velocity or may penetrate due to embedded spikes or other protruding secondary weapons. Therefore, the helmet is the most crucial of all PPE.

4.1.2. The second threat of concern to the officer's head and face is fluid, which may be of any configuration, caustic, biohazard, or toxic or it may be on fire. To protect against fluids, the helmet must have a skirt off the back to allow fluid run off onto the officer's uniform (rather than onto the skin) and must have a seal between the helmet shell and face shield to allow fluid to run off to the side of the helmet rather than drip into the user's face. It must have a face shield that does not fog, allows for a good field of vision, and that is easily moved from the open to closed position.

4.1.3. The helmet must also not have crevices that allow flammable liquid to pool and must resist burning or melting when exposed to flaming materials.

4.1.4. The retention system holding the helmet to the head must be such that it is secure and easily removable but have parts that allow for it to be snapped off in the event of a forcible removal by a protestor.

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4.1.5. The helmet may be worn for long periods of time, and the interior padding should be easily removable to allow cleaning.

4.2. **Eye protection**

4.2.1. High-powered, hand-held lasers are more frequently being used against law enforcement officers to distract, disorient, or injure them. These lasers are inexpensive, easy to obtain, easy to conceal and carry, and easy to use, and some can cause temporary or permanent blindness with only momentary exposure. It is recommended personnel be equipped with either face shields or safety glasses which protect the eyes from laser light, especially in the blue, green, and red frequencies.

4.3. **Hearing protection**

4.3.1. Police officers are often exposed to extremely high decibel noises that can damage hearing in a short amount of time, and prolonged levels of moderately high decibels that damage hearing over time. This repeated exposure to loud noises can lead to noise-induced hearing loss (NIHL). Crowds and large events, sirens, bullhorns, loud speakers, gunfire, and the general mayhem of emergency situations all contribute to increased risk of NIHL.

4.3.2. Noises above 85 decibels can cause permanent hearing loss. A concert or crowd event is in the range of 110 decibels, fireworks can produce 165 decibels, and a flash bang can produce 175 decibels. Exposure to these loud noises can cause immediate irreparable hearing loss. Studies have shown that police officers are at increased risk for noise-induced hearing loss. Noise-induced hearing loss is largely preventable with the use of hearing protection.

4.3.3. The perfect hearing protection solution would fit under a Public Order helmet, allow for situational awareness, allow the officer to have a normal conversation, provide attenuation to protect against extremely high decibel noises, integrate directly into the officer's portable radio system and allow the officer to don and doff an air-purifying respirator. This is a challenging set of requirements, and there is currently not a product that provides all of these features for Public Order police.

4.4. **Respiratory protection**

4.4.1. According to the Code of Federal Regulations Title 42 Part 84, air-purifying respirators (APRs) utilize the wearer's negative inhalation pressure to draw the ambient air through the air-purifying filter elements (filters) to remove particulates from the ambient air. They are designed for use as respiratory protection against atmospheres with particulate contaminants (e.g., dusts, fumes, mists) that are not immediately dangerous to life or health and that contain adequate oxygen to support life.

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4.4.2. An APR must have specific components to be a certified respirator. The respirator is composed of the face piece and harness that holds the face piece snuggly to the face to establish a seal. The respirator must also have a filter and exhalation check valve to be compliant.

4.4.3. Officer safety is an inherent goal of any mass demonstration event, particularly where disorder is expected or anticipated. Airborne particulates can cause an inhalation hazard including those from less lethal munitions such as CS (o-chlorobenzylidene malononitrile), OC (oleoresin capsicum) and smoke commonly used by law enforcement to counter aggressive behaviors by individuals or groups. Filters designed for CBRN will filter multiple agents including those used but law enforcement but may restrict airflow and hamper respiration to a greater degree than those designed specifically to filter law enforcement less lethal munitions such as CS and OC. APRs do not protect against all air borne contaminants or low oxygen environments. Law enforcement agencies that consider purchasing CBRN APRs should carefully research each product's overall capabilities and limitations in relation to their agency's operational needs and consider NIOSH and OSHA mandates and regulations.

4.5. **Base layer**

4.5.1. The base layer, including balaclava, should have thermal resistant properties, such as those listed below:

- No melt or drip - even when exposed to secondary heat, the garment should not melt or drip
- Moisture management - if the garment is wet, it may steam or heat the water in the garment causing burns

4.6. **Outer garment**

4.6.1. An outer garment is typically worn over torso and limb protection, and it should allow burning fluids to run off and, if it ignites, should have the ability to self-extinguish.

4.6.2. An outer garment should be able to give some thermal protection from the flame and heat generated from a fuel source.

4.7. **Torso and limb protection**

4.7.1. Torso/limb protection is required to provide blunt force trauma protection for the torso, arms and legs. Due to the wide range of sizes in personnel, certified equipment must be made in multiple sizes. It is imperative for the equipment to be appropriately designed to fit both male and female anatomies.

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4.7.2. Manufacturers are obligated to design torso/limb protection that absorbs the energy from, thrown/ launched projectiles, handheld impact weapons and slashing-type weaponry with a minimal back-face deformation after being impacted.

4.7.3. Limb/torso protection must have an outer layer made of a self-extinguishing material or be treated with a self-extinguishing coating. Additionally, retention systems are required to be of a no melt/drip material.

4.7.4. Limb guards must work as part of a personal protective ensemble and may be worn as a standalone or under a protective outer suit.

4.7.5. Torso Protection is designed to guard the major internal organs of the body from potential injury. While wearing torso protection, personnel must still wear their ballistic body armor to protect against threats from firearms. It must include or be compatible with protection for the shoulder.

4.7.6. The interaction between torso/limb protection and outer garments along with duty belts, weapon systems and other equipment must be considered when designing a complete PPE ensemble. Heat, weight and other physical stresses must also be a consideration in the design.

4.7.7. No single combination of protective equipment and clothing is capable of protecting against all hazards. Thus, PPE should always be used in conjunction with other protective methods. For example, proper decontamination as an additional measure for preventing exposure.

4.8. **Footwear**

4.8.1. Boots are required to extend above the ankle to the shin/calf and interface with the limb protection. It is essential that the boot be of an outer material that is, or treated to be, fire resistant/ retardant. The material must also shed chemicals, petroleum products and repel caustic substances.

4.8.2. Boots must provide protection for both the toe and metatarsal against thrown/ launched or dropped objects and handheld impact weapons.

4.8.3. The outsole of the boot must be resistant to chemicals, petroleum products and caustic substances. The outsole must include a puncture resistant shank.

4.8.4. Laces, stitching and bonding materials must be fire resistant/retardant and no melt/ drip. Laces and stitching must be made from an anti-fray material.

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4.9. **Gloves**

4.9.1. It is essential that gloves be of an outer material that is, or treated to be, fire resistant/ retardant. The material must also shed chemicals, petroleum products and repel caustic substances.

4.9.2. The gloves are required to be constructed to protect the hands from mechanical injuries, including blunt trauma, thrown projectiles, and possible cutting or slashing.

4.9.3. The gloves must incorporate slash protection to protect the user's hands from edged weapons.

4.9.4. Gloves must exhibit the proper dexterity for an officer to handle firearms or other defensive weaponry. It is essential that officers are able to handle prisoners, operate communication devices and manipulate other devices and equipment that require fine motor skills while wearing protective gloves.

4.9.5. This item is part of the PPE ensemble, including limb guards and the outer protective suit. There should be an overlap on the wrist and forearm area to interface with the PPE.

5. Explanation of available performance standards

5.1. The UK Home Office publishes the following standards for Public Order equipment:

- Publication No. 20/07, *HOSDB Blunt Trauma Protector Standard for UK Police*, 2007
- Publication No. 21/04, *PSDB Protective Headwear Standard for UK Police,* 2004
- Publication No. 89/08, *HOSDB Flame Retardant Overalls Standard for UK Police*, 2008

The UK Home Office tests products to these standards and maintains a listing of products meeting the requirements of these standards on the website below:

https://ped-cast.homeoffice.gov.uk/index.php/search/search_equipment/n

When considering equipment to purchase, it is advisable to check the above listing, which can be searched by product, manufacturer, or model number. If the product you are considering is not listed here, then it has not been tested and verified to meet the appropriate standard. You should also request a copy of the certificate of conformity from the manufacturer.

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5.2. British Standard 7971, *Protective clothing and equipment for use in violent situations and in training*, is a suite of standards including the individual product standards listed below:

- BS 7971-3, *Personal defense shields – Requirements and test methods*
- BS 7971-4, *Limb protectors - Requirements and test methods*
- BS 7971-5, *Footwear - Requirements and test methods*
- BS 7971-6, *Gloves for protection against mechanical, thermal, and chemical risks - Requirements and test methods*
- BS 7971-7, *Slash-resistant gloves - Requirements and test methods*
- BS 7971-8, *Blunt trauma body, shoulder, abdomen, and genital protectors - Requirements and test methods*
- BS 7971-10, *Coveralls – Requirements and test methods*

There is no single entity that maintains a listing of products compliant to these BS standards. When considering equipment to purchase, you will have to contact the manufacturer with a request for a copy of the certificate of conformity and the test report for each equipment item (e.g., helmet, shin guard).

6. PPE Selection and purchasing guidance

6.1. This section is provided to give purchasers guidance to help ensure that public safety agency needs are met when selecting and purchasing PPE for maintaining order.

6.2. Every purchaser should work through the steps below when selecting and purchasing PPE:

[1] Consider and identify the hazards or threats of concern for your agency or Public Order Police unit.

Recognize that more than one type of equipment may be required to address multiple hazards or threats, such as blunt impact protection and chemical protection.

[2] Research available PPE options offering protection against the hazards of concern.

It is not likely that an ensemble protecting against all hazards will be available from a single manufacturer, and individual items from different manufacturers will have to be purchased in order to get head-to-toe protection.

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PPE should be designed and tested to provide protection from biohazardous liquids and solids, particulates, and aerosol threats encountered during hazardous crowd control incidents. PPE must include head and face protection, percutaneous (skin) protection (i.e., outer garments), torso and limb protection, footwear, and gloves in addition to respiratory protection. The PPE components and elements should be tested and deployed as a system providing full body protection. This is particularly important when the respirator is exposed to the hazard environment and provides dermal as well as inhalation protection. This systems approach assures that component interfaces, seams, and closures are designed and tested as a complete system

[3] Select multiple PPE options (from multiple manufacturers) that appear to meet agency needs and the relevant portions of the appropriate standards.

[4] Perform an agency evaluation of the selected PPE options. It is recommended that the PPE options be evaluated together as an ensemble, with each piece working in conjunction with others.

Section 9 and Example A1 provide pre-purchase system-level evaluation and assessment procedures and a worksheet which may be useful in documenting relevant details about how the items perform when used together.

[5] When making final selections for purchase, choose only those items that are certified to appropriate standards. (Information on certified products is provided Appendix D)

The purchaser should verify the manufacturer or reseller provides documentation required by the standards, including pre-use information, care and maintenance guidance, and warranty information.

6.3. Sample procurement language is provided in Appendix E and purchasers are encouraged to include this language in procurement specifications.

7. Recommended agency system-level PPE evaluation and assessment procedures

7.1. All protective items should be tested individually and then evaluated together as an ensemble for fit and function. Officer welfare must be taken into consideration, and such things as thermal loading, donning and doffing time, and ease of rescue should be considered.

7.1.1. Testing should be done by both male and female members of the agency, as appropriate.

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7.2. The system-level evaluation and assessment procedures described in this section are intended to be done prior to purchasing PPE.

7.3. It is recommended as a best practice that evaluations take place over a number of consecutive days, that participating end users are escorted at all times by a safety team member, and that participants are evaluated by medical personnel after the more physically difficult tests.

7.4. For each ensemble under consideration, the following steps should be taken prior to performing the assessments.

7.4.1. Identify experienced end users capable of performing the assessments.

7.4.2. Request from the manufacturer an entire ensemble with components sized to each end user performing the assessments. (Note: It may take multiple manufacturers to get a complete ensemble.)

7.4.3. Inspect the components of each ensemble to ensure the sizes are consistent with the end user.

7.4.4. Identify an assistant to observe and document timing, when necessary, for each end user.

7.4.5. The end user and assistant should review and understand the assessment procedure purpose, activities, and requirements in advance. The end user should review and understand the manufacturer instructions in advance.

7.5. The steps below should be performed for each end user and each ensemble, and the worksheet provided in Example A1 may be used to document observations.

7.5.1. With all advance preparations complete, the assistant should signal the end user to begin donning the ensemble and should start the timer.

7.5.2. The end user should don the ensemble according to the manufacturer instructions and adjust retention straps to secure components in correct position. The end user should inform the assistant when donning and adjustments are complete. The assistant should stop the timer and record the donning time on the worksheet.

7.5.3. The end user should complete the worksheet's "Donning Checklist", noting observations.

7.5.4. It is recommended that the end user should perform a series of typical activities, such as those listed below.

Donning and Doffing

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- Donning and doffing of full gear, documenting times and amount of assistance and adjustment needed
- Standing, sitting, and toileting
- Donning and doffing gas mask in full gear
- Removal of torso gear for medical access/rescue by personnel unfamiliar with the gear

Hard physical tests

- 500-m run in full gear
- 1- to 2-hour hike in full gear
- Standard police physical testing for applicants, either running or walking
- Red light/green light run with prone
- 4 flight stair climbs in full gear
- Sitting in a confined space (such as a bus or van seat) for 1 to 2 hours in full gear

Tactical tests

- Carrying liquid-filled 5-gallon cans for a distance
- Vertical jump comparison
- 40-m sprint
- Wresting or grappling, knee strikes, hand strikes, or Tabatha
- Getting in and out of a vehicle repeatedly

Basic police skill tests

- Shooting pistol, rifle, less lethal devices, and gas gun on the range
- Baton and Public Order shield recertification
- Handcuffing a subject who is in standing, kneeling, and prone positions
- Searching a subject who is in standing, kneeling, and prone positions
- Carrying a restrained but uncooperative person
- Driving various police vehicles
- Dragging a downed person

Dexterity tests

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- Small item manipulation, from pockets (e.g., cell phone, pens, maps).

Possible destructive tests

- Jumping into a pool and float test
- Exposure to Molotov cocktails

7.5.5. The end user should complete the worksheet's "Ergonomics Checklist" and "Compatibility Checklist", noting observations.

7.6. The assistant should signal the end user to begin doffing the ensemble and should start the timer.

7.6.1. The end user should inform the assistant when doffing is complete. The assistant should stop the timer and record the doffing time on the worksheet.

7.7. The end user should complete the worksheet's "Doffing Checklist", noting observations.

8. Care and maintenance

8.1. Manufacturer's instructions for proper care and cleaning should be followed.

8.2. For PPE assigned to an individual, that individual is responsible for maintaining PPE, ensuring it is fit for use, cleaning following use, and storing according to manufacturer instructions.

8.3. PPE should be evaluated for wear and tear on a regular basis, and evaluation should include checking closures and straps, inspecting for damage or degradation of materials, and checking rivets and joints.

8.3.1. If found to be damaged, the manufacturer should be consulted for guidance on repair or replacement, consistent with agency policy.

8.4. All equipment degrades over time, and a replacement protocol should be established.

9. Agency – specific requirements

9.1. Agencies should consider requiring the following markings on purchased PPE:

- Individual markings designating specific officers on helmet and uniform, denoting agency and officer.
- Markings consistent with agency policy and law.
- Markings that clearly identify your law enforcement role (for example, "Police" or "Trooper") in contrasting color to color of uniform, front and rear.

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- Informational markings, hidden but accessible to rescue personnel, including name, blood type, and known allergies.
- From the rear, markings identifiable to other police denoting rank and position.

9.2. PPE should be compatible with high visibility for officer safety.

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Example A1: System-level PPE Evaluation

Date: _____

Item of Protection	Manufacturer	Model Number	Standard	Certifier (if applicable)	Available Sizes	Available Colors

Example A2: Pre-Assessment Steps

Date
Agency
End User Name
Assistant Name

Item of Protection	Size of Item	End User Size

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APPENDIX B: Explanation of Chemical Hazards and Threats

(National Institute of Justice Civil Disturbance Unit Personal Protective Equipment Special Technical Committee, January 8, 2020)

The chemical hazard for Public Order police officers is a wide-ranging hazard consisting of both natural and synthetic agents. In this appendix, chemicals are separated into major classifications of specific chemicals, and the threat as well as examples are covered for each classification. Inhalation hazards and threats from fire are not covered, but each chemical should be evaluated for its threat to the respiratory system, and proper PPE should be worn to protect against those hazards.

A chemical is any substance consisting of matter and includes any liquid, solid, or gas. A chemical is any pure substance or any mixture of these substances.

1. Acid: A chemical substance with a pH less than 7 that is corrosive.

   Acids of all concentrations are easily obtained by the public, they can be found in different forms from grocery stores to hardware stores. The threat from an acid is based on the pH level. Mild acids (high pH) such as vinegar are not an immediate threat unless it is splashed or thrown into the eyes. Strong acids (low pH) such as Muriatic (Hydrochloric) acid are a greater threat, they will dissolve both natural and synthetic clothing materials in outer garments and base layers. Most acids should not degrade the outer plastics on limb and torso protection but may rapidly degrade any exposed foams on the Personal Protective Equipment (PPE). Dependent on the chemical makeup of an acid it may also degrade the outer rigid layers of PPE. Acids depending on their chemical makeup may be flammable, this includes any fumes dispersing from the acid. Medium to strong acids can also cause minor to major skin burns. Along with the type of acid the concentration may affect how it reacts with objects, a low concentration acid should have less effect on PPE than a highly concentrated acid.

2. Base: A chemical substance with a pH greater than 7 that is caustic.

   Bases of all concentrations are easily obtained by the public, they can be found in different forms from grocery stores to hardware stores. While similar to acids in that the pH level affects the strength of a base, for a base, the higher the pH, the stronger the base. Most detergents and degreasers are bases; that is because a caustic substance naturally breaks down fatty and oily substances.

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Two commonly available bases are ammonia and lye. Ammonia is a common household cleaner in low concentrations; however, it can be found in high concentrations for industrial and agricultural uses. Lye is the main ingredient in household drain cleaners and oven cleaners, and it has multiple uses in industry and agriculture. Base materials such as ammonia can degrade the rigid layers of PPE but will have little effect on outer garments. Other bases such as lye will affect outer garments with little effect to rigid PPE. Concentrations will also play a major role in the effect a base has on PPE.

3. Acetone: An organic compound (compounds containing carbon) that is highly flammable.

Acetone is commonly used as a thinner or stripper with both commercial and residential uses. Acetone can damage many natural hair fibers as well as some synthetic materials. Acetone will degrade plastics and destroy foam materials.

4. Petroleum products: This grouping includes fuels, oils, greases and any other products made from crude oil or synthetic versions. While many of these products are flammable or combustible, the threats discussed here will not include these properties.

Petroleum products can vary from free-flowing liquids (fuels) to semi solids (industrial grease) in consistency. While liquid type fuels will not stick to outer garments thicker oils and greases can stick to helmets and outer garments. Many petroleum products are a slip hazard especially in any large quantities. Some petroleum products can be a threat to plastics, and most will degrade or destroy foam materials.

5. Turpentine: Is a solvent made from pine tree resins.

Turpentine is a flammable substance, as with other flammables that threat is not factored into the chemical threat. Turpentine is used as a paint stripper and to break down other materials in industrial processes. Turpentine is a threat to any foam-based products and can damage plastics with any prolonged exposure. As long as the outermost garment has all pads worn under it and is designed to shed petroleum and other chemicals; the chemical threat from Turpentine will be minimalized.

6. Riot Control Agents: Riot Control Agents (RCA) do not present an immediate hazard to PPE.

While inhalation hazards are not a part of this guide, responders are reminded that respiratory protection must be used when RCAs are deployed. Many RCAs are one-micron particles and may overtime work their way into the fibers of the outer most garment of PPE.

7. Household Chemicals: Household chemicals are those chemicals that are commonly found in homes, businesses and in most stores.

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These chemicals are readily available and can be bought in small large quantities. Household chemicals may contain any of the other chemical threats discussed in this section. When blended with each other, household chemicals can react violently creating a new chemical or producing additional threats. Thermal reactions from chemicals mixing can burn officers from their heat and depending on the heat generated the reaction can cause spontaneous combustion creating an additional fire hazard. Reactions between chemicals can also create gases that are inhalation hazards and a threat to any exposed skin.

8. Thermal Harm: Thermal harm occurs at temperature extremes both high and low.

Thermal harm due to high temperatures can cause burns due to fires or from the heat generated by a chemical reaction. Thermal harm can also occur from extreme cold generated by the release of liquefied gases (propane) or cryogenic (-130F) materials. Injuries in the form of burns or frostbite will occur before PPE reaches temperatures that compromise it. High temperatures can melt or deform PPE from its original shape. Extreme colds can make the PPE brittle. Additionally, extreme cold caused by the release of liquefied gases or cryogenics may introduce flammable gases into the area as well as displacing oxygen.

9. Chemical Warfare Agents (CWA): While CDU PPE is not tested to protect against CWAs, it will provide minimal protection when the outer garment is designed to prevent entry by liquids. If an officer or team is exposed to CWAs, they should seek immediate decontamination from the agents.

OVERALL WARNING: When the outer garment is exposed to any chemicals, while they may not penetrate the garment, they still may be present on the outside of the PPE. Care should be used when doffing garments and other exposed PPE to ensure that personnel are not contaminated by the outer PPE.

Content source: Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, United States Department of Labor Occupational Safety and Health Administration, NIOSH Pocket Guide to Chemical Hazards *(NPG)*

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APPENDIX C: BLAST INJURY

(National Institute of Justice Civil Disturbance Unit Personal Protective Equipment Special Technical Committee, January 8, 2020)

Primary blast injury is caused by the blast wave moving through the body. Secondary blast injuries are caused by debris that is displaced by the blast wind of the explosion. The secondary blast injuries are caused by debris that penetrates or interacts with the body surface. The debris can be from pieces of the explosive device itself and its contents or material located around the initial blast device at the time of the explosion. Table C 1.1 summarizes the mechanisms of blast injury and typical injuries caused by explosions. Additional information on blast injury is available in the article, *Blast Injuries*, by Michael R. Jorolemon and Diann M. Krywko.

Table C 1.1 Mechanisms of Blast Injury and Typical Injuries Caused by Explosions

Type	Mechanism	Typical Injuries
Primary	• Impact of supersonic blast wave on body • Preferentially affects hollow or gas-filled structures	• Pulmonary barotrauma (blast lung) • Tympanic membrane rupture and middle ear damage • Abdominal hemorrhage and intestinal perforation • Eyeball rupture • Mild traumatic brain injury (concussion)
Secondary	• Impact of debris from blast onto body	• Penetrating or blunt injuries • Eye penetration (evident or occult)
Tertiary	• Impact of body thrown by blast onto environmental surfaces or debris	• Fractures and traumatic amputations • Closed and open brain injury • Burns
Quaternary	• Processes independent of primary, secondary, or tertiary blast injury (e.g., burns, toxic inhalation, crush injury from entrapment under debris, aggravation of medical disorders)	• Crush injuries with rhabdomyolysis and compartment syndrome • Respiratory tract injury from inhaled toxicants • Asthma, angina, or myocardial infarction triggered by the event
Quinary	• Thought to result from toxic materials absorbed by the body from the blast • Affects the immune system and perhaps the autonomic nervous system, leading to an immediate hyper inflammatory state	• Fever • Diaphoresis • Low central venous pressure • Tissue edema

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APPENDIX D: INFORMATION ON CERTIFIED PRODUCTS

(International Organization for Standardization (ISO), International Electrotechnical Commission (IEC))

For PPE that is claimed by a manufacturer to meet a particular standard, the purchaser should request a copy of the certificate of conformity issued by the certification body.

An example certificate of conformity for a Public Order helmet is provided on the following page (See example D1). Use of this example is not intended to imply recommendation or endorsement for the product nor is it intended to imply that either the product or organization identified is necessarily the best available.

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Example D1: Certificate of Conformity (Home Office, UK)

Home Office

Document Number HO: 00026

Confirmation of Accreditation

This document confirms that the product detailed below has met the minimum requirements of the applicable standard and has been accredited by the Home Office.

Product:	Public Order Helmet
Home Office Publication:	21/04
Manufacturer Name:	**Helmet Integrated Systems Ltd**
Manufacturer Address:	Commerce Road, Stranraer, DG9 7DX Scotland
Model Number:	APH05T-L
Variants:	APH05T-S (Sizes 00, 0 and 1) APH05T-M (Size 2 to 5) *See separate Certificates for test references.*
Size Range:	640 to 650mm (Helmet size 6)
Test House Reference:	INSPEC/1.11.03.74 INSPEC/1.15.05.86
Issue Date:	16/12/2015
Visor Compatibility:	AR00831 AR00830
Respirator compatibility[1]	Scott N95 Avon FM12 Avon S10

[1] Respirator compatibility is defined as suitable only for use in a public order environment and is not tested for use in a CBRN environment

This document confirms compliance of a construction unique to its model designation. Any helmets manufactured using this model designation, must be in strict accordance with the submitted declaration. This document is issued on condition that any product marketed under the above model designation must be submitted for batch testing in accordance with publication 21/04 Page 8 Section 4.5

This document has been issued by the Centre for Applied Science and Technology, part of the Home Office, and as such is a OFFICAL document. This document may be withdrawn by the Home Office if the manufacturer fails to comply with the terms of the applicable Home Office Publication.

The validity of this document can be confirmed by searching for the manufacturer and ensuring the product is listed on the Protective Equipment website. http://ped-cast.homeoffice.gov.uk.

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APPENDIX E: SAMPLE PROCUREMENT LANGUAGE

(ISO/IEC 17000:2004, Conformity assessment —Vocabulary and general principles ISO/IEC 17050-1:2004, Conformity assessment — Supplier's declaration of conformity — Part 1: General requirements) Information available at https://www.iso.org/standard/35516.html

When purchasing personal protective equipment, it is recommended that the following procurement language be included in the purchase specification for each component:

1. The following items should be provided:

Item	*[specify helmet, shoulder/upper arm guards, chest protector, elbow/forearm guards, gloves, groin guard, thigh guards, knee/shin guards, boots, metatarsal guards]*
Manufacturer	*[specify manufacturer]*
Model designation	*[specify model to be purchased]*
Description	*[specify features, add-ons, color, additional requirements beyond those of relevant standards]*
Size(s)	*[specify required size ranges (for male and female) and width options]*
Quantities	*[specify quantities for each size range]*

2. The manufacturer shall attest, for each model being purchased, that the model has met all requirements of *[specify standard]* and shall provide a supplier's declaration of conformity (SDOC) that meets the minimum requirements of ISO/IEC 17050-1 and *[specify standard]*. The SDOC shall include:

- Identification of what the SDOC covers (e.g., model description, inspection, audit, required testing).
- Identification of applicable standard that the declaration is based on.
- Date and place of issue of the declaration of conformity.
- Any limitation on the validity of the declaration.

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3. The supporting documentation for the SDOC shall meet the minimum requirements of ISO/IEC 17050-2 including:

    - A description of the object of the SDOC.
    - The conformity assessment results such as description of the method used to determine conformity, the actual results, and records on the evaluation of those results which led to the declaration of conformity.
    - A test report meeting the requirements of *[specify standard]*. The manufacturer shall maintain a copy of the test report in its records management system.
    - Certificate of conformity, if the product is certified.

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