

DEPARTMENT OF CONSUMER AFFAIRS
TITLE 16. BUREAU OF SECURITY AND INVESTIGATIVE SERVICES

POWER TO ARREST AND APPROPRIATE USE OF FORCE TRAINING

16 CCR 628, 631, 633, 635, 643, 645, and 646 Order of Adoption

LEGEND

<u>Underlined</u>	Indicates proposed amendments or additions to the existing regulation.
Strikeout	Indicates proposed deletions to the existing regulation.

Amend section 628 of Division 7 of Title 16 of the California Code of Regulations as follows:

§ 628. Training in Exercising the Powers to Arrest and Appropriate Use of Force.

(a) The course of training in the powers to arrest prescribed by the Department of Consumer Affairs pursuant to Sections 7542, 7583.6 and 7598.1 of the Code consists of successful completion of a course approved by the Bureau in exercising the powers to arrest.

(b) Uniformed employees of private patrol operators and responding alarm agents shall take and successfully complete the training course and examination in the exercise of powers to arrest. An employee must receive a score of 100% on said examination in order to successfully complete said course. The course of training and administration of the examination may be given by a training school approved by the Bureau or by the employer or such uniformed employees provided that such employer has a designated instructor, and such instructor is knowledgeable in the powers to arrest as set forth in the Power to Arrest and Appropriate Use of Force Standard Training Manual dated July 2023, which is exempt from the Administrative Procedure Act (California Government Code, section 11340 et seq.) pursuant to Business and Professions Code Section 7583.7, issued by the Bureau and is able to assist employees who cannot read or write.

(c) A licensee or approved training school which administers the training and examination shall retain the examination results on Bureau-approved answer sheets for a period of not less than two years or until audited by the Bureau, whichever occurs first. A licensee or training facility shall certify under penalty of perjury on the employee's application for registration that such person has successfully completed the training and examination contained in the Power to Arrest and Appropriate Use of Force Standard Training Manual dated July 2023, issued by the Bureau.

~~(d) No employee may be assigned to work until they have completed the course referred to in subsection (a).~~

Authority cited: Sections 7515, 7581, 7583.6, 7583.7 and ~~7596.1~~, Business and Professions Code. Reference: Sections ~~7542~~, 7583.6, 7583.7, 7598.1 and 7598.2, Business and Professions Code; and ~~Section 26030~~, Penal Code.

Amend section 631 of Division 7 of Title 16 of the California Code of Regulations as follows:

§ 631. Definitions.

For the purposes of this article, the following definitions shall apply:

(a) “Firearm Simulator” is defined as any equipment and/or technology used by a Bureau-certified Firearm Training Facility that meets all of the following:

(1) Provides a realistic imitation of the operation of an actual firearm including the weight, recoil, action, flash and sound of a firearm at discharge and is utilized to meet the range qualification requirements specified in Section 633;

(2) Has the ability to match the caliber of the actual firearm the individual is qualifying to carry; and

(3) Has the ability to simulate the actual loading and reloading of an actual firearm.

(b) “Traditional Classroom Instruction” is defined as instruction where the instructor is physically present with students in a classroom, or on a firing range, and is available to answer student questions while providing the required training. The instructor provides demonstrations and hands-on instruction in order to establish each student’s proficiency as to the course content.

(c) “Non-Traditional Instruction” is defined as instruction that includes, but is not limited to:

(1) The use of internet courses, distance learning, e-learning, or virtual classrooms; and

(2) The use of videos or media-based training modules without in-person instructors.

(d) “Firing Range” or “Firearm Range” is defined as an indoor or outdoor facility that

permits the lawful discharge of live ammunition from a firearm for the purposes of practice and qualification shooting.

(e) “Live Ammunition” is defined as a cartridge containing both a primer and bullet capable of being fired by a firearm.

(f) “Range Qualification” is defined as the completion of the course of fire with a passing score as prescribed in Sections 633 and 635.

(g) “Initial Range Qualification” is defined as the first range qualification completed during the firearms training course for the purposes of obtaining an initial firearms permit by any applicant.

(h) “Cultural competency” is defined as an awareness of cultural differences and the ability to provide security services in a manner that acknowledges such differences.

(i) “Diverse” or “Diversity” is defined as the existence of variations of different characteristics in a group of people including race, color, ethnicity, age, disability, gender, gender identity or expression, nationality, religion, socioeconomic status, and sexual orientation.

(j) “Disability” means a mental or physical disability and has the meanings set forth in Sections 12926 and 12926.1 of the Government Code. Additionally, a mental disability can be any condition of the mind that has a long-term effect on a person’s normal day-to-day activity.

(k) “Behavioral health issues” is defined as the scientific study of the emotions, behaviors and biology relating to a person’s mental well-being, their ability to function in everyday life, and their concept of self.

(l) “Mental illness” is defined as any mental health disorder, which is a syndrome characterized by clinically significant disturbance in an individual's cognition, emotion regulation, or behavior that reflects a dysfunction in the psychological, biological, or development processes underlying mental functioning.

Note: Authority cited: Sections 7515, 7581 and 7591.6, Business and Professions Code. Reference: Sections 7542, 7583.5, 7583.12, 7583.22, 7583.23, 7583.32, 7585, 7585.6, 7596, 7596.3 and 7596.7, Business and Professions Code; and Sections 13519.4, 1385, and 26030, Penal Code. Section 12926 and 12926.1, Government Code.

Amend section 633 of Division 7 of Title 16 of the California Code of Regulations, as follows:

§ 633. Biennial Renewal of Firearms Permit.

(a) An applicant shall complete and pass the review training course on the laws and standards regarding use of deadly force, avoidance of deadly force, and de-escalation of force, as outlined below. All required classroom training shall be completed prior to attempting each range qualification. Training regarding use of deadly force and avoidance of deadly force shall be conducted through traditional classroom instruction by a Bureau-approved Firearms Training Instructor at a Bureau-approved Firearms Training Facility.

Review Training Outline	
<i>Subject and Objective</i>	<i>Length of Time</i>
<p>A. Laws and standards regarding use of deadly force. Objective: to familiarize and instruct individual on the meaning of deadly force, the standards for using deadly force, the applicable laws relating to the use of deadly force and the consequences of not properly using deadly force or violating the standards and requirements for use of a weapon.</p> <ul style="list-style-type: none"> 1. Penal Code sections 2. Government Code sections 3. Bureau statutes and regulations 4. Instructor examples 	1 Hour
<p>B. Avoidance of deadly force -The de-escalation of force. Objective: to familiarize and instruct individual on the role of the armed security guard, the role that deadly force may play and when and how to de-escalate the use of deadly force.</p>	1 hour

(b) The permit holder shall complete a range qualification by firing fifty (50) rounds with a passing score and in accordance with the schedules listed in subdivisions (b)(5) or (b)(6), as applicable:

- (1) On two (2) separate occasions, at least four months apart, within each twelve-month period before the permit expires, and
- (2) With at least one (1) of the range qualifications in each twelve-month period completed using live ammunition.
- (3) Permit holders must complete each required range qualification for each caliber of firearm listed on the permit.

(4) Scoring: Silhouette targets as described in Section 635.1 shall be used. A 5-point score shall be granted for each round discharged inside of the seven (7) ring (center mass). Each individual shall qualify with an 80% score (200 out of 250 points) on the scoring segment. Each individual shall be informed whether ~~his or her~~ their score passes or fails.

(5) A permit holder qualifying using a revolver handgun shall complete the course of fire, using one silhouette target as specified in section 635.1, according to the following schedule:

<u>Course of Fire (Revolver)</u>		
Stage 1	15 yards	6 rounds in 30 seconds *6 standing position
Stage 2	7 yards	14 rounds in 45 seconds (includes 2 reloads) (load 6, <u>reload 6</u> and <u>reload 2</u>)
Stage 3	7 yards	6 rounds in 10 seconds (any position)
Stage 4	7 yards	12 rounds in 25 seconds (includes reload) (load 6, and <u>reload 6</u>) <u>*6 rounds with dominant strong hand unsupported, 6 rounds with non-dominant hand</u> (reload and switch hands) *6 weak hand unsupported
Stage 5	5 yards	6 rounds *3 rounds in 4 seconds (2 stages)
Stage 6	3 yards	6 rounds *2 rounds in 3 seconds (3 stages)

(6) A permit holder qualifying using a semi-automatic handgun shall complete the course of fire, using one silhouette target as specified in section 635.1, according to the following schedule:

<u>Course of Fire (Semi-automatic)</u>		
<u>Stage 1</u>	<u>15 yards</u>	<u>5 rounds in 30 seconds</u>
<u>Stage 2</u>	<u>10 yards</u>	<u>20 rounds in 30 seconds (includes one reload)</u>
<u>Stage 3</u>	<u>7 yards</u>	<u>10 rounds in 20 seconds</u> <u>*5 rounds with dominant hand</u> <u>*5 rounds with non-dominant hand</u>
<u>Stage 4</u>	<u>5 yards</u>	<u>10 rounds in 30 seconds</u> <u>*5 rounds, pause, 5 rounds</u>
<u>Stage 5</u>	<u>3 yards</u>	<u>5 rounds in 8 seconds</u>

(7) Permit holders shall use the following shooting stances: isosceles, weaver, modified weaver, and one-handed as defined in section 635(c).

(8) The following is a list of allowable calibers:

- .357
- .38
- .45
- 9 mm
- 10 mm
- .40
- .380

(c) The application for the renewal of a firearms permit shall include the following proof and information:

(1) Certification or documentation from each Bureau-approved Firearms Training Facility and by each Bureau-approved Firearms Training Instructor that the applicant has completed and passed each range qualification. Each Bureau-approved Firearms Training Instructor administering the range qualification must certify under penalty of perjury the method (live ammunition or firearm simulator) in which each range qualification was completed and provide a signed copy of the requalification documentation to the applicant.

(2) Certification or documentation from each Bureau-approved Firearms Training Facility and by each Bureau-approved Firearms Training Instructor that the applicant has completed the review course prior to each range qualification.

(d) A Reserve Peace Officer is exempt from the firearms requalification requirements providing submits documentation of firearms proficiency provided by the Law Enforcement entity with which associated, with their proof of renewal. This documentation must be submitted with the request for renewal of the firearms permit.

Authority cited: Sections 7515, 7581 and 7591.6, Business and Professions Code.
Reference: Sections 7542, 7583.32, 7596.7 and 7599.40, Business and Professions Code.

Amend section 635 of Division 7 of Title 16 of the California Code of Regulations, as follows:

§ 635. Course of Firearm Training.

(a) Each applicant for an initial firearms permit shall complete classroom training related to the use of firearms, as outlined below, and complete and successfully pass an examination. Classroom training shall be conducted through traditional classroom

instruction by a Bureau-approved Firearms Training Instructor at a Bureau-approved Firearms Training Facility. The following outline includes the minimum subjects which shall be taught and the minimum length of time which shall be devoted to each subject. Classroom training shall be completed before range training and before any attempt at range qualification.

FIREARMS TRAINING OUTLINE	
Recommended Instruction Sequence	
<i>Subject and Objective</i>	<i>Length of Time</i>
I. Registration (Classroom)	
<p>A. Administration. Objective: to enroll individual in course.</p> <ol style="list-style-type: none"> 1. Check individual identification 2. Check individual's Bureau registration status 3. Course admission and discussion 	1/2 Hour
<p>B. Laws and regulations for issuing a firearms permit. Objective: to familiarize and instruct individual on the laws, regulations, other requirements, and the administrative process for issuing a firearms permit and renewals</p>	1/2 Hour
II. Moral and Legal Aspects (Classroom)	
<p>A. Laws regarding possession and carrying of firearms. Objective: to familiarize and instruct individual on the applicable laws relating to the possession and carrying of firearms while working as an armed security guard.</p> <ol style="list-style-type: none"> 1. Penal Code sections 2. Government Code sections 3. Bureau statutes and regulations 4. Instructor examples 	1/2 Hour
<p>B. Laws and standards regarding use of deadly force. Objective: to familiarize and instruct individual on the meaning of deadly force, the standards for using deadly force, the applicable laws relating to the use of deadly force and the consequences of not properly using deadly force or violating the standards and requirements for use of a weapon.</p> <ol style="list-style-type: none"> 1. Penal Code sections 2. Government Code sections 3. Bureau statutes and regulations 4. Instructor examples 	2 Hours

<p>C. Avoidance of deadly force – The de-escalation of force. Objective: to familiarize and instruct individual on the role of the firearms permit holder, the role that deadly force may play and when and how to de-escalate the use of deadly force.</p>	<p>2 Hours</p>
<p>D. <u>B.</u> Shooting incidents. Objective: to familiarize and instruct individual on what is likely to happen in a shooting incident and how a firearms permit holder should act to minimize the use of deadly force.</p>	<p>1 Hour <u>½ Hour</u></p>
<p>E. <u>C.</u> Effects of firearms use. Objective: to familiarize and instruct individual on how and why bullets travel and what implications this has on the use of deadly force.</p>	<p>1/2 Hour</p>
<p>III. Firearms Nomenclature, Maintenance (Classroom)</p>	
<p>A. The revolver and semi-automatic, ammunition, parts and nomenclature. Objective: to familiarize and instruct individual on the principles and operation of weapons, the differences between weapons and how to care for a weapon.</p> <ol style="list-style-type: none"> 1. Picture of revolver and semi-automatic with parts identified 2. Revolver and semi-automatic, parts and description 3. Picture of ammunition with parts identified 4. Ammunition parts and description 	<p>1 Hour</p>
<p>B. Firearms safety, general. Objective: to familiarize and instruct individual on how to safely fire, wear and store the weapon while on the firing range, or on duty or off duty.</p> <ol style="list-style-type: none"> 1. General safety rules 2. Specific safety rules 3. Safety at home and off duty 4. Transporting the weapon to the range 5. Carrying the weapon on duty 6. Suggested eye and ear protective equipment. 7. Inspection, cleaning, and maintenance <ol style="list-style-type: none"> a. General information b. Inspection c. Cleaning d. Cleaning kit e. To clean the weapon 	<p>1 Hour</p>

f. Check list	
IV. Weapon Handling and Shooting Fundamentals.	1 Hour
Objective: to familiarize and instruct individual on the fundamentals of marksmanship and the handling of weapons.	
A. Weapon fundamentals, general differences between handguns	
B. Loading/Unloading <ul style="list-style-type: none"> 1. Proper loading procedures 2. Proper loading procedures (right handed) 3. Proper unloading procedures (right handed) 4. Proper loading procedures (left handed) 5. Proper unloading procedures (left handed) 6. Loading devices 	
C. Proper positions <ul style="list-style-type: none"> 1. Point shoulder position 2. Standing, barricade or supported position 3. Kneeling position 4. Sitting position 5. Prone position 6. Cover and concealment 7. Bouncing bullets 	
D. Grip <ul style="list-style-type: none"> 1. Two-handed grip 	
E. The draw <ul style="list-style-type: none"> 1. General information 2. The holster and the draw 	
F. Shooting Fundamentals <ul style="list-style-type: none"> 1. Sight alignment 2. Trigger squeeze (control) <ul style="list-style-type: none"> a. Single action b. Double action c. Count your shots d. Anticipation e. Dry firing 3. Establishing the Dominant Eye 	
IV. Appropriate Use of Force (Classroom)	3.5 Hours
A. <u>Legal standards for use of force</u> <ul style="list-style-type: none"> 1. <u>Statutes</u> 2. <u>Licensee and client contractual obligations</u> 3. <u>Civil and criminal liability</u> 	
B. <u>Objectively reasonable force</u> <ul style="list-style-type: none"> 1. <u>Objectively reasonable standard</u> 2. <u>Restraint techniques and their implications</u> 	

<ul style="list-style-type: none"> <u>3. Force options</u> <u>4. Real-life scenarios</u>
<u>C. Duty to intercede</u>
<u>D. Supervisory responsibilities</u> <ul style="list-style-type: none"> <u>1. Incident reporting requirements pursuant to 7583.2 and 7583.4 of the Business and Professions Code.</u>
<u>E. Use of force review and analysis</u> <ul style="list-style-type: none"> <u>1. Real-life scenarios</u>
<u>F. De-escalation and interpersonal communication, including tactical methods that use time, distance, cover, and concealment to avoid escalating situations that lead to violence</u> <ul style="list-style-type: none"> <u>1. Common misconceptions and benefits of de-escalation</u> <u>2. Four concepts of de-escalation</u> <ul style="list-style-type: none"> <u>a. Self-Control</u> <u>b. Effective Communication</u> <u>c. Scene Assessment and Management</u> <u>d. Force Options</u> <u>3. Real-life scenarios</u>
<u>G. Implicit and explicit bias and cultural competency as defined in section 631</u> <ul style="list-style-type: none"> <u>1. Define and explain:</u> <ul style="list-style-type: none"> <u>a. Implicit bias</u> <u>b. Explicit bias</u> <u>c. Cultural competency</u> <u>2. Strategies for effective communication within a diverse community</u> <u>3. Real-life scenarios</u>
<u>H. Skills, including de-escalation techniques, to effectively, safely, and respectfully interact with people with disabilities or behavioral health issues.</u> <ul style="list-style-type: none"> <u>1. Strategies for identifying and effectively communicating and de-escalating a situation with an individual with a disability or behavioral health issues</u> <u>2. Real-life scenarios</u>
<u>I. Use of force scenarios, including simulations of low-frequency, high-risk situations and calls for service, shoot-or-don't-shoot situations, and real time force option decision making</u> <ul style="list-style-type: none"> <u>1. Factors that can affect an individual's response when threatened with danger</u> <u>2. Factors to consider before using force</u> <u>3. Real-life scenarios</u>
<u>J. Mental health and policing of the public, including bias and stigma</u> <ul style="list-style-type: none"> <u>1. Categories of mental illness as defined in section 631</u> <u>2. Biases and stigmas surrounding mental illness</u> <u>3. Real-life scenarios</u>

<u>K. Active shooter situations</u> <u>1. Recognizing an active shooter situation</u> <u>2. Roles and responsibilities of a private security professional</u> <u>3. Real-life scenarios</u>	
V. Examination	1 Hour <u>As needed to achieve a passing score</u>

(b) In addition to completing and successfully passing an examination related to the use of firearms, each applicant for an initial firearms permit shall complete range training as outlined below. Range training shall be conducted by a Bureau-approved Firearms Training Instructor at a Bureau-approved Firearms Training Facility or shooting range.

Range Training Outline	
<u>VI. Weapon Handling and Shooting Fundamentals</u>	<u>1 Hour</u>
Objective: to familiarize and instruct individual on the fundamentals of marksmanship and the handling of weapons.	
<u>A. Weapon fundamentals, general differences between handguns</u>	
<u>B. Loading/Unloading</u>	
<u>1. Proper loading procedures</u> <u>2. Proper loading procedures (right handed)</u> <u>3. Proper unloading procedures (right handed)</u> <u>4. Proper loading procedures (left handed)</u> <u>5. Proper unloading procedures (left handed)</u> <u>6. Loading devices</u>	
<u>C. Proper positions</u>	
<u>1. Point shoulder position</u> <u>2. Standing, barricade or supported position</u> <u>3. Kneeling position</u> <u>4. Sitting position</u> <u>5. Prone position</u> <u>6. Cover and concealment</u> <u>7. Bouncing bullets</u>	
<u>D. Grip</u>	
<u>1. Two-handed grip</u>	
<u>E. The draw</u>	
<u>1. General information</u> <u>2. The holster and the draw</u>	
<u>F. Shooting Fundamentals</u>	
<u>1. Sight alignment</u> <u>2. Trigger squeeze (control)</u>	

<u>a. Single action</u> <u>b. Double action</u> <u>c. Count your shots</u> <u>d. Anticipation</u> <u>e. Dry firing</u> <u>3. Establishing the Dominant Eye</u>	
VI. <u>VII. Range Preparation (Classroom).</u> Objective: individual will review range safety and the fundamentals of marksmanship and deployment of weapons. In addition, the individual will review requirements for the use of deadly force. A. Range location B. Equipment needed C. Course of fire (explanation) D. Targets, scoring explanation E. Range commands (explanation) F. Use of deadly force	1 Hour
VII. <u>VIII. Range Training.</u> Objective: to instruct individual in the safe and accurate use of a firearm until such time as the individual demonstrates to the instructor that they can safely draw and fire the weapon and has a high likelihood of passing the qualification course. A. Instructions B. Drawing and holstering practice C. Dry firing D. Loading and reloading procedures	As needed

(c) After completing both classroom-based firearms training and range training, each applicant for an initial firearms permit shall complete range qualification. The applicant's initial range qualification shall only be completed by firing live ammunition and shall not be completed with a firearm simulator. The applicant must complete each range qualification with the same caliber of weapon that will be listed on the firearms permit and carried by the permit holder while on duty. If the applicant seeks to qualify for more than one caliber of weapon, the applicant must complete a range qualification for each additional caliber to be listed on the firearms permit. The following is a list of allowable calibers:

- .357
- .38
- .45
- 9 mm
- 10 mm
- .40

- .380

Each Range qualification shall be conducted by a Bureau-approved Firearms Training Instructor at a Bureau-approved Firearms Training Facility as specified below:

VIII. Range Qualification:
Objective: individual <u>Applicant</u> shall pass firearms qualification based on their demonstrated use of weapon.

A. Stance: Permit holders shall use one of the following stances during their course of fire training:

Stance	Characteristics
<u>Isosceles</u>	<ul style="list-style-type: none"> • <u>The shooter is facing the target.</u> • <u>Shoulders are squared and both arms are forward and straight.</u> • <u>Shoulders and arms form an isosceles triangle.</u>
<u>Weaver</u>	<ul style="list-style-type: none"> • <u>The shooter stands in a position of interview at a 45 degree angle to the silhouette target with the support hand forward, wedged toward the target.</u> • <u>The shooting arm elbow is slightly bent.</u>
<u>Modified Weaver</u>	<ul style="list-style-type: none"> • <u>The shooter stands in a position of interview at a 45 degree angle to the silhouette target with the support hand forward, wedged toward the target.</u> • <u>Primary arm is locked at the elbow.</u>
<u>One-hand</u>	<ul style="list-style-type: none"> • <u>The shooter holds the handgun with one hand.</u>

A. B. Course of fire: An applicant may request and if requested, shall be permitted to participate in a practice course prior to the range qualification. A practice round may also be required at the discretion of the instructor. If a practice course is conducted, the number of rounds discharged in a practice course shall be determined by the instructor and applicant. After completing a practice course, if applicable, each individual shall discharge 50 rounds for scoring purposes, using one silhouette target as specified in section 635.1, and a minimum of 2 times according to one of the following schedule: applicable schedules below:

(1) Revolver Course of Fire (for applicants using a revolver to qualify for their permit)

~~(All stages are unsupported.)~~

Course of Fire (Revolver)		
Stage 1	15 yards	6 rounds in 30 seconds *6 standing position
Stage 2	7 yards	14 rounds in 45 seconds (includes 2 reloads) (load 6, <u>reload 6</u> and <u>reload 2</u>)
Stage 3	7 yards	6 rounds in 10 seconds (any position)
Stage 4	7 yards	12 rounds in 25 seconds (includes reload) (load 6, and <u>reload 6</u>) *6 rounds with dominant strong-hand unsupported, 6 rounds with non-dominant hand (reload and switch hands) *6 weak hand unsupported
Stage 5	5 yards	6 rounds *3 rounds in 4 seconds (2 stages)
Stage 6	3 yards	6 rounds *2 rounds in 3 seconds (3 stages)

(2) Semi-Automatic Handgun Course of Fire (for applicants using a semi-automatic handgun to qualify for their permit)

Course of Fire (Semi-automatic)

<u>Stage 1</u>	<u>15 yards</u>	<u>5 rounds in 30 seconds</u>
<u>Stage 2</u>	<u>10 yards</u>	<u>20 rounds in 30 seconds (includes one reload)</u>
<u>Stage 3</u>	<u>7 yards</u>	<u>10 rounds in 20 seconds</u> <u>*5 rounds with dominant hand</u> <u>*5 rounds with non-dominant hand</u>
<u>Stage 4</u>	<u>5 yards</u>	<u>10 rounds in 30 seconds</u>
<u>Stage 5</u>	<u>3 yards</u>	<u>5 rounds in 8 seconds</u>

~~B. C. Scoring. The first course of 50 rounds discharged shall be considered practice. The second course of 50 rounds discharged shall be used for scoring. For the purposes of this section, the following scoring requirements shall be met:~~

1. Silhouette targets shall be used. A 5 point score shall be granted for each round discharged inside of the seven (7) ring (center mass) as specified in Section 635.1.

2. Each individual shall qualify with an 80% score (200 out of 250 points) on the scoring segment.
3. Each individual shall be informed whether their score passes or fails.

(d) A Bureau-approved Firearms Training Instructor conducting the range qualification must certify under penalty of perjury that an initial firearms permit applicant completed the required range qualification using live ammunition and provide a signed copy of the qualification documentation to the applicant. The Firearms Training Instructor certifying the applicant's completion of training shall issue the applicant a Certificate of Proficiency that includes all of the following:

- (1) a statement that the applicant has completed the required hours of firearms training;
- (2) a statement that the Firearms Training Instructor has deemed the applicant proficient in the handling and use of a firearm; and
- (3) certifies that the applicant is proficient in each specified caliber of firearm in which the applicant qualified with on the firearms range.

Authority cited: Sections 7515, 7581, 7585, 7585.6 and 7591.6, Business and Professions Code. Reference: Sections 7542, 7583.7, 7583.22, 7583.23, 7583.37, 7585, 7596, 7596.3 and 7599.40, Business and Professions Code.

Amend section 643 of Division 7 of Title 16 of the California Code of Regulations, as follows:

§ 643. Skills Training Course for Security Guards and Proprietary Private Security Officers.

(a) ~~The course of skills training for registered security guards shall follow the standards prescribed by section 7583.6(b) of the Code.~~ The attached Appendix sets forth the subjects that shall be taught and the ~~maximum~~ minimum number of hours that shall be allowed towards meeting required training. For the purposes of this section, "security personnel" means a security guard or a proprietary private security officer.

(b) For each course, or series of courses including continuing education courses, the institution or company providing the training shall issue a Certificate of Completion to the individual completing the course. The certificate shall identify the course(s) taken, the number of hours of training provided, identification of the issuing entity, name of the individual and instructor and a date, and state that the course(s) comply with the Department of Consumer Affairs' Skills Training Course for Security Guards and Proprietary Private Security Officers. The certificate shall be serially numbered for tracking. An institution or company providing the training shall maintain the Certificates of Completion for a period of no less than two years.

(c) The skills training course and administration of the examination shall only be given by the following:

(1) Any organization or school approved by the Bureau pursuant to Business and Professions Code subdivision 7583.6.

(2) Any firearms training facility licensed pursuant to 7585.4 of the Business and Professions Code.

(3) A private patrol operator or a designated employee of a private patrol operator provided they are qualified in the power to arrest and appropriate use of force topics as set forth in this section. A private patrol operator shall provide the training only to their direct employees.

(4) A proprietary private security employer or a designated employee of a proprietary security employer provided they are qualified in the power to arrest and appropriate use of force topics as set forth in this section. A proprietary security employer shall provide the training only to their direct employees.

(d) Entities providing the skills training course and administration of the examination shall retain the examination results on Bureau-approved answer sheets for a period of not less than two years or until after receipt of completion of a Bureau inspection, whichever occurs first.

Authority cited: Sections 7574.05, 7581, Business and Professions Code. Reference: Sections 7574.18, 7583.6 and 7583.7, Business and Professions Code.

Appendix

I. Powers to Arrest and Appropriate Use of Force Course Outline

The Powers to Arrest and Appropriate Use of Force Course consists of a total of ~~four~~ (4) ~~eight~~ (8) hours of training in ~~both~~ of the following two (2) subjects:

A. Powers to Arrest – ~~4~~ 3 Hours

Objective: To familiarize and instruct the individual on the training topics delineated at Business and Professions Code section 7583.7, including, without limitation, legal aspects, techniques, liability, and company requirements relating to the arrest of an individual. The training will utilize the Powers to Arrest and Appropriate Use of Force Training Manual, dated July 2023, and may include lecture, discussion, exercises and role-playing.

1. Overview of Powers to Arrest and Appropriate Use of Force Training Manual and subject matter.
 2. ~~–Definition of arrest and discussion on the implications to the subject, the guard and the company.~~
 3. ~~–Lecture/discussion on escalation and de-escalation techniques in the use of force.~~
 4. ~~–Lecture/discussion in the use of restraint techniques and their implications.~~
 5. ~~–Discussion of trespass laws and implications of enforcement.~~
 6. ~~–Completion of the Powers to Arrest Training Manual Test with 100% score in accordance with the Manual's Administering Instructions.~~
2. Responsibilities and ethics in citizen arrest and types of encounters.
 3. Relationship between security personnel and a peace officer in making an arrest.
 4. Limitations on security personnel power to arrest, and security personnel's role including:
 - a. Background on private security industry
 - b. Contractual obligations
 - c. Company policies
 5. Restrictions on searches and seizures.
 6. Criminal and civil liabilities, including both of the following:
 - a. Personal liability
 - b. Employer liability
 7. Trespass law.
 8. Ethics and communications.
 9. Emergency situation response, including response to medical emergencies.
 10. Security officer safety.

B. Appropriate Use of Force – 5 Hours

For the purposes of this section, “in-person” means training conducted through traditional classroom instruction as defined in Section 7583.7 of the Business and Professions Code.

Objective: To introduce, instruct, and familiarize the individual on the appropriate use of force topics listed in section 7583.7 of the Business and Professions Code.

1. Legal standards for use of force
 - a. Statutes
 - b. Licensee and client contractual obligations
 - c. Civil and criminal liability
2. The use of objectively reasonable force – (In-person)
 - a. Objectively reasonable standard

- b. Restraint techniques and their implications
 - c. Force options
 - d. Real-life scenarios
- 3. Duty to intercede
- 4. Supervisory responsibilities
 - a. Incident reporting requirements pursuant to 7583.2, 7583.4 and 7574.37 of the Business and Professions Code as applicable
- 5. Use of force review and analysis – (In-person)
 - a. Real-life scenarios
- 6. De-escalation and interpersonal communication training, including tactical methods that use time, distance, cover, and concealment, to avoid escalating situations that lead to violence – (In-person)
 - a. Common misconceptions and benefits of de-escalation
 - b. Four concepts of de-escalation
 - 1. Self-control
 - 2. Effective communication
 - 3. Scene assessment and management
 - 4. Force options
 - c. Real-life scenarios
- 7. Implicit and explicit bias and cultural competency as defined in Section 631
 - a. Define and explain:
 - 1. Implicit bias
 - 2. Explicit bias
 - 3. Cultural competency
 - b. Strategies for effective communication within a diverse community
 - c. Real-life scenarios
- 8. Skills, including de-escalation techniques, to effectively, safely, and respectfully interact with people with disabilities or behavioral health issues
 - a. Strategies for identifying and effectively communicating and de-escalating a situation with an individual with a disability or behavioral health issues
 - b. Real-life scenarios
- 9. Use of force scenarios, including simulations of low-frequency, high-risk situations and calls for service, shoot-or-don't-shoot situations, and real time force option decision making – (In-person)
 - a. Factors that can affect an individual's response when threatened with danger
 - b. Factors to consider before using force
 - c. Real-life scenarios
- 10. Mental health and policing, including bias and stigma
 - a. Categories of mental illness as defined in Section 631
 - b. Biases and stigmas surrounding mental illness
 - c. Real-life scenarios

- 11. Active shooter situations – (In-person)
 - a. Recognizing an active shooter situation
 - b. Roles and responsibilities of security personnel
 - c. Real-life scenarios

C. Examination

Individuals required to take the Power to Arrest and Appropriate Use of Force Training shall take and pass an examination as provided in the Manual with a score of 100% in order to have successfully completed said training.

~~B. Weapons of Mass Destruction (WMD) & Terrorism Awareness - 4 Hours~~

~~**Objective:** To familiarize and instruct the individual on the subject matter and observation skills required to identify and report precursor activities to a terrorist event, react appropriately, report the occurrence of a terrorist event, and remain safe while helping control the scene after a terrorist event. The training will utilize the Department of Consumer Affairs' Weapons of Mass Destruction & Terrorism Awareness for Security Professionals course consisting of a Digital Video Disk (DVD), Student Workbook and Facilitator Manual.~~

- ~~1. Introduction and overview of training.~~
- ~~2. The Role of a Security Officer~~
- ~~3. The Nature of Terrorism.~~
- ~~4. Weapons of Mass Destruction.~~
- ~~5. Coordinating and Sharing of Critical Information~~

II. Mandatory Outline of Courses

Objective: To familiarize and instruct the individual in basic skills and provide a common body of knowledge in the performance of security guard personnel work. All courses shall include information and subject matter pertaining to the outline provided. Additionally, all courses shall include written material, lecture or exercises to assure that the individual comprehends the subject matter presented. Every newly licensed or employed security guard shall complete two of the mandatory courses within thirty (30) days from the day the guard's registration card is issued or the day the guard begins employment. The remaining two mandatory courses each consisting of four (4) hours of instruction, shall be completed within the first six (6) months from the day the guard registration card is issued or the day the guard begins employment as a security guard. Pursuant to Section 7583.6(b) of the Code, the following outline includes subjects that shall be taught and the maximum number of hours that will be allowed for completion of the Mandatory Courses.

- A. Public Relations (Community & Customer) - 4 Hours
 1. Recognizing Gender & Racial Harassment & Discrimination
 2. Respect:
 - Stereotyping
 - Attitude
 3. Verbal Skills / Crisis Intervention
 4. Introduction to Diversity
 5. Substance Abuse & Mental Illness
 6. Ethics & Professionalism
 - Appearance
 - Command Presence
 - Proper Conduct

- B. Observation & Documentation - 4 Hours
 1. Report Writing
 2. English as a Second Language
 3. Observation and Patrol Techniques
 4. Asking Appropriate Questions
 5. Observing Suspects/Suspicious Activity

- C. Communication and its Significance - 4 Hours
 1. Internal
 - Protocols Pursuant to Contract (Who to Contact & When)
 - Radio / Monitors
 - Other Technology
 2. External
 - Emergency/First Responders
 - Medical Personnel
 - Police / Sheriff / Other Enforcement
 - City Services / Government Services

- D. Liability / Legal Aspects - 4 Hours
 1. Personal / Contractor / Employer
 2. Criminal, Civil, Administrative
 3. BSIS Code & Regulations
 4. Role of a Security ~~Guard~~ Guard Personnel

III. Elective Course Outlines

Objective: To familiarize and instruct the individual in basic employer requirements relating to the performance of guard duties. Additionally, to provide the employer and the individual with the opportunity to select additional course work to improve the skills

and knowledge of the individual. The listed courses should include a mixture of written materials, lecture and exercises. ~~The hours listed are the maximum number of hours that will be accepted as part of the 16 hours of elective training mandated by the Section 7583.6 of the Code. Every newly licensed security guard shall complete a minimum of eight (8) hours of elective courses within thirty (30) days from the day the security guard's registration card is issued or the day the guard begins employment. An additional eight (8) hours of elective courses shall be completed within the first six (6) months from the day the security guard's registration card is issued or the day the guard begins employment.~~ Pursuant to Section 7583.6(b) of the Code, the following outline includes subjects that shall be taught and the maximum number of hours that will be allowed for completion of the elective courses.

- A. Post Orders & Assignments - 4 Hrs. Maximum
 - 1. Site Specific Training
 - 2. Equipment
 - Monitoring
 - Communication
 - Alarms
 - Elevators, Etc.
 - 3. Emergency Response Issues
 - 4. Liability Implications
 - 5. Lost / Found Articles
- B. Employer Policies / Orientation - 4 Hrs. Maximum
 - 1. Employer Reports / Paperwork
 - 2. Reporting Processes / Procedures
 - 3. Tax Forms, Health Forms, Etc.
 - 4. Uniforms
 - 5. Work Schedules
 - 6. Other Internal Policies, Processes or Procedures
 - 7. Employer Use of Force Policy
- C. Evacuation Procedures - 2 Hrs. Maximum
 - 1. Emergency Procedures Related to Life, Safety and Acts of Nature
 - 2. Working Knowledge of Evacuation Routes
 - Stairs
 - Elevators
 - Doors
 - 3. Power Outage
 - 4. Specific Points of Contact
- D. Officer Safety - 4 Hrs. Maximum
 - 1. Threat Assessment
 - 2. Subject Contact
 - 3. Safety Awareness

4. Blood Born Pathogens
5. Environmental/Hazardous Materials
- E. Arrests, Search & Seizure (more advanced than PTA course) - 4 Hrs. Maximum
 1. PC 836, 837 & the Differences
 2. US Constitution & Amendments Impacting Guard Responsibilities
 3. Loss Prevention
 4. Merchant Law
 5. Use of Force
- F. Access Control - 2 Hrs. Maximum
 1. Identification Procedures
 2. Electronic Use/CCTV
 3. Non-electronic procedures
- G. Trespass - 4 Hrs. Maximum
 1. Open Land
 2. Private Property
 3. Private Building
 4. Public Property
 5. Places of Public Accommodation/Public Access
- H. Laws, Codes, Regulations and Ordinances - 2 Hrs. Maximum
 1. Specific to Post Assignment
- I. First Aid / CPR - 4 Hrs. Maximum
 1. American Red Cross
 2. American Heart Association Courses
 3. Automatic Defibrillator Devices (AED's)
- J. Handling Difficult People - 4 Hrs. Maximum
 1. Communications
 2. Conflict Management
 3. Speaking Constructively
 4. Valuing Diversity
 5. Negotiating
 6. Verbal Diffusion
- K. Workplace Violence - 4 Hrs. Maximum
 1. Detecting Unusual Behavior/Warning Signs
 - Worker to Worker
 - Client to Customer
 - Supervisor to Subordinate
 2. Anger Management
 3. Valuing Diversity
 4. Personal Security
 5. Reporting
- L. Chemical Agents - 4 Hrs. Maximum
 1. Tear Gas Use and Effects
 2. Pepper Spray Use and Effects

- 3. Air Borne Chemical Agents
- 4. Water Borne Chemical Agents
- M. Preserving the Incident Scene - 4 Hrs. Maximum
 - 1. Identifying Evidence
 - 2. Care and Handling of Evidence
 - 3. Securing the Immediate Area
 - 4. Legal Issues to Evidence Tampering and/or Removal
 - 5. Witness/Participant Identification
- N. Crowd Control 4 - Hrs. Maximum
 - 1. Controlling Boisterous Celebrations
 - 2. Handling Disputes
 - 3. Confronting Conflicts Constructively
 - 4. Planning for Civil Disobedience/Disturbances
 - 5. Labor Actions, Disputes, Workplace Stoppages
- O. Driver Safety 4 - Hrs. Maximum
 - 1. Cars
 - 2. Bicycles
 - 3. Golf Carts
- P. Supervision 4 - Hrs. Maximum
 - 1. Roles and Responsibilities
 - 2. Legal Liability
- Q. Courtroom Demeanor - 4 Hrs. Maximum
- R. Parking / Traffic Control - 2 Hrs. Maximum
- S. Radio Procedures - 2 Hrs. Maximum
- T. BSIS's Certified Course in Firearms Training - 8 Hrs. Maximum
- U. BSIS's Certified Course in Baton Training - 4 Hrs. Maximum
- V. School Security Guard Training - 8 Hrs. Maximum
(In compliance with Bureau developed Training Syllabus)
- W. Introduction to Executive Protection 4 - Hrs. Maximum
- X. Annual Firearms Requalification 4 - Hrs. Maximum
- Y. Fire Safety Course - 4 Hrs. Maximum
- Z. Course in the Use of a Stun Gun or Air Taser - 4 Hrs. Maximum

IV. Continuing Education

Objective: ~~To provide additional or remedial instruction in private security subject matter. The continuing education requirement, of an additional 8 hours annually pursuant to Section 7583.6(e) of the Code, commenced on January 5, 2005. The annual training may be provided by an independent training entity or may be provided by the employer. Employer provided training must be supported by evaluation of the licensed guards' skills. The annual training may repeat previous course(s) or may provide additional course(s) on topics applicable to private security work. The Mandatory and Elective courses with 4 hour maximum time limitations for the initial~~

~~Skills Training Course For Security Guards may be expanded in depth to 8 hour courses, with the exception of the WMD and Terrorism Awareness, to meet the annual training hours. Additionally, training in use of specific types of batons or a four (4) hour refresher course every other year may also be utilized to meet the continuing education requirements. For each course completed, the training entity or company providing the training shall issue a Certificate of Completion to the individual completing the course in compliance with the appearance requirements stated in Title 16, California Code of Regulations, Section 643(b).~~

To provide additional or remedial instruction in private security subject matter to meet the annual continuing education requirement pursuant to Sections 7583.6(e) and 7574.18 of the Business and Professions Code. The annual training shall be eight (8) hours and must include a minimum of two (2) hours of review of the appropriate use of force topics as set forth in section I.B. of the Appendix. Mandatory and Elective courses shall be used to meet the remaining annual training hours.

Repeal section 645 of Division 7 of Title 16 of the California Code of Regulations, as follows:

~~§ 645. Skills Training Course for Proprietary Private Security Officers.~~

~~(a) The course for Proprietary Private Security Officers shall follow the standards prescribed by Section 7574.18 of the Code. The following sections set forth the subjects that shall be taught and the minimum number of hours to meet the required training.~~

~~(b) For each course, or series of courses, the institution or company providing the training shall issue a Certificate of Completion to the individual completing the course. The certificate shall identify the type of course(s) taken, the number of hours of training provided, identification of the issuing entity, name of the individual taking the course, the instructor administering the course, and the date the course(s) was administered and completed. The Certificate of Completion must also state that the course(s) comply with the Department of Consumer Affairs' Skills Training Course for Proprietary Private Security Officers. The certificate shall be serially numbered for tracking purposes.~~

~~(c) The Powers to Arrest section of the course shall consist of a minimum of four hours of training. Two hours shall consist of Powers to Arrest training. The training shall utilize the Department of Consumer Affairs' Powers to Arrest Training Manual and may include lecture, discussion, exercises and roleplaying. The additional two hours shall consist of the Department of Consumer Affairs' Weapons of Mass Destruction and Terrorism Awareness Training for Security Professionals. The course consists of a Digital Video Disc (DVD) and a Compact Disc (CD) containing the Facilitator Guide and Student Workbook.~~

~~A minimum of 12 hours must be spent covering the courses listed under sections II through VI of subsection (d). The complete course of training shall consist of a minimum of 16 hours and shall be completed within the first six months from either the date of employment or date of issuance of the proprietary private security officer's registration.~~
~~(d) Proprietary Private Security Officer Training Courses I thru VI~~

~~I. POWERS TO ARREST:~~

~~A. Overview and Origin of Authority to Detain and Arrest – 2 Hour Minimum~~

- ~~1. Overview and Origin of Authority to Detain and Arrest~~
- ~~2. Definition of a Detention~~
- ~~3. Definition of an Arrest~~
- ~~4. What is a Private Citizen's Arrest~~
- ~~5. Use of Force~~
 - ~~a. Legal~~
 - ~~b. Employer Policy~~
- ~~6. Search and Seizure~~
 - ~~a. 4th Amendment of the U.S. Constitution~~
 - ~~b. Acting as a Law Enforcement Agent~~
 - ~~c. Discovering Contraband~~
- ~~7. Definition of Private/Public Property~~
 - ~~a. Jurisdiction~~
 - ~~b. Trespass~~

~~B. Terrorism Awareness Weapons of Mass Destruction Training for Security Professionals – 2 Hour Minimum~~

- ~~1. Introduction and Overview of the Training~~
- ~~2. The Role of a Security Officer~~
- ~~3. The Nature of Terrorism~~
- ~~4. Weapons of Mass Destruction~~
- ~~5. Coordinating and Sharing of Critical Information~~

~~Sections II through VI – 12 Hour Minimum~~

~~II. ROLES AND RESPONSIBILITIES~~

- ~~1. Definition of Proprietary~~
 - ~~a. Employed by Company~~
 - ~~b. Distinctive Uniform~~
 - ~~c. Unarmed~~
 - ~~d. Interact with Public~~
- ~~2. General~~
 - ~~a. Private Citizen~~

- ~~b. Authority Originates from Company~~
- ~~c. Service Oriented~~
- ~~d. Employer Specific Policy~~

~~III. PUBLIC AND EMPLOYER EXPECTATIONS~~

- ~~1. Ethics~~
- ~~2. Professionalism~~
- ~~3. Job Conduct~~
- ~~4. Cultural Awareness~~
- ~~5. Sexual Harassment~~

~~IV. LIABILITY ISSUES~~

- ~~1. Overview of Civil Law, Criminal Law and Torts~~
 - ~~a. Personal~~
 - ~~b. Employer~~
- ~~2. Bureau of Security and Investigative Services Laws and Regulations~~
- ~~3. Explanation of a Duty to Care~~
 - ~~a. Reasonable Expectation for a "Safe Environment"~~
 - ~~b. Employer Specific~~
- ~~4. Explanation of Negligence~~
- ~~5. Examples of Common Liabilities~~
- ~~6. Accurate Reporting/Documentation~~

~~V. COMMUNICATION/CONFLICT MANAGEMENT~~

- ~~1. Interpersonal Communications Skills~~
 - ~~a. Approach~~
 - ~~b. Body Language~~
 - ~~c. Listening~~
 - ~~d. Empathy.~~
- ~~2. Situational Awareness~~
 - ~~a. Environment~~
 - ~~b. Positioning~~
 - ~~c. Subjects~~
- ~~3. Managing Disputes~~
- ~~4. Diffusing/De-escalation of Situations~~
- ~~5. Reacting to Violent Incidents~~
 - ~~a. Types~~
 - ~~b. Law Enforcement Notification~~

~~VI. EMERGENCY PROCEDURES~~

- ~~1. Emergencies Related to Acts of Nature~~
- ~~2. Emergencies Related to Acts of Persons~~
- ~~3. Overview of Public Expectation during an Emergency~~
- ~~4. Explanation of Emergency Plans~~
- ~~5. Explanation of Emergency Evacuation Plans~~

~~I. Total hours – 16 Hour Minimum~~

~~(e). CONTINUED EDUCATION - 2 Hour Minimum~~

~~**OBJECTIVE:** To provide additional or remedial instruction in proprietary private security subject matter. The annual continuing education requirement in Section 7574.18 of the Code shall be two hours. The annual training shall be provided by the employer. The employer may administer the training in-house or it may be administered by an independent training entity. The annual training may be a repeat of a previous course if the employer's evaluation shows that the employee is deficient in skills or capabilities. Training may consist of any security related course. For each course completed, the training entity or company providing the training shall issue a Certificate of Completion to the individual completing the course(s) in compliance with the requirements stated in Title 16, California Code of Regulations, Section 645(b).~~

~~**Authority cited:** Section 7574.05, Business and Professions Code. **Reference:** Section 7574.18, Business and Professions Code.~~

Add section 646 to Division 7 of Title 16 of the California Code of Regulations, as follows:

§ 646. Training for Alarm Agents

(a) The training course for alarm agents shall follow the standards prescribed by Section 7598.2 of the Business and Professions Code. The attached Appendix sets forth the subjects that shall be taught and the minimum number of hours that shall be allowed towards meeting required training. For the purposes of this section, the term “security personnel” includes alarm agents.

(b) The training shall consist of Power to Arrest and Appropriate Use of Force topics and shall consist of a minimum of four (4) hours of training. The training shall utilize the Power to Arrest and Appropriate Use of Force Training Manual dated July 2023 referenced in section 643, and may include lecture, discussion, exercises, and roleplaying.

(c) The skills training course and administration of the examination shall only be given by the following:

(1) Any organization or school approved by the Bureau pursuant to 7598.2 of the Business and Professions Code.

(2) Any training facility certified pursuant to 7585.4 of the Business and Professions Code.

(3) An alarm company operator or a designated employee of an alarm company operator provided they are qualified in the power to arrest and appropriate use of force topics as set forth in this section. An alarm company operator shall provide the training only to their direct employees.

(d) Entities providing the skills training course and administration of the examination shall retain the examination results on Bureau-approved answer sheets for a period of not less than two years or until audited by the Bureau, whichever occurs first.

(e) The entity providing the training shall issue a Certificate of Completion to the individual completing the course. The certificate shall identify the type of course taken, the number of hours of training provided, identification of the issuing entity, name of the individual taking the course, the instructor administering the course, and the date the course was administered and completed. The Certificate of Completion must also state the course complies with the Power to Arrest and Appropriate Use of Force Training Course for Alarm Agents. The certificate shall be serially numbered for tracking purposes. The entity providing the training shall maintain the Certificates of Completion for a period of no less than two years.

Appendix

I. Power to Arrest and Appropriate Use of Force Course Outline

Individuals required to take the Power to Arrest and Appropriate Use of Force Training shall take and pass an examination as provided in the Manual with a score of 100% in order to have successfully completed said training.

The Power to Arrest and Appropriate Use of Force Course consists of four (4) hours of training covering the following two (2) subjects:

A. Power to Arrest – 2 Hour Minimum

Objective: To familiarize and instruct the individual on the training topics delineated at Business and Professions Code section 7598.2, including legal aspects, techniques, liability, and company requirements relating to the arrest of an individual.

1. Overview of Power to Arrest and Appropriate Use of Force Training Manual and subject matter.
2. Responsibilities and ethics in citizen arrest, and types of encounters.
3. Relationship between alarm agents and peace officers in making an arrest.
4. Limitations on security personnel power to arrest, and security personnel's role including:
 - a. Contractual obligations
 - b. Company policies
5. Restrictions on searches and seizures.
6. Criminal and civil liabilities, including both of the following:
 - a. Personal liability
 - b. Employer liability
7. Trespass law

B. Appropriate Use of Force – 2 Hour Minimum

Objective: To introduce, instruct, and familiarize the individual on the appropriate use of force subject matter delineated in section 7598.2 of the Business and Professions Code. The Appropriate Use of Force topics shall be conducted through traditional classroom instruction as defined in Section 7598.2 of the Business and Professions Code.

1. Legal standards for use of force
 - a. Statutes
 - b. Licensee and client contractual obligations
 - c. Civil and criminal liability
2. Use of objectively reasonable force – (In person)
 - a. Objectively reasonable standard
 - b. Restraint techniques and their implications
 - c. Force options
 - d. Real-life scenarios including potential consequences
3. Duty to intercede
4. Supervisory responsibilities
 - a. Incident reporting requirements pursuant to 7599.42 of the Business and Professions Code.
5. Use of force review and analysis
 - a. Real-life scenarios

6. De-escalation and interpersonal communication training, including tactical methods that use time, distance, cover, and concealment, to avoid escalating situations that lead to violence
7. Implicit and explicit bias and cultural competency as defined in Section 631
 - a. Define and explain:
 1. Implicit bias
 2. Explicit bias
 3. Cultural Competency
 - b. Strategies for effective communication within a diverse community
 - c. Real-life scenarios
8. Skills, including de-escalation techniques, to effectively, safely, and respectfully interact with people with disabilities or behavioral health issues
 - a. Strategies for identifying and effectively communicating and de-escalating a situation with an individual with a disability or behavioral health issue
 - b. Real-life scenarios
9. Use of force scenario training, including simulations of low-frequency, high-risk situations and calls for service, shoot-or-don't-shoot situations, and real time force option decision making
 - a. Factors that can affect an individual's response when threatened with danger
 - b. Factors to consider before using force
 - c. Real-life scenarios
10. Mental health and policing, including bias and stigma
 - a. Categories of mental illness as defined in Section 631
 - b. Biases and stigmas surrounding mental illness
 - c. Real-life scenarios
11. Active shooter situations
 - a. Recognizing an active shooter situation
 - b. Roles and responsibilities of an alarm agent
 - c. Real-life scenarios

Authority cited: Section 7591.6, Business and Professions Code. Reference: Sections 7598.1 and 7598.2, Business and Professions Code.