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THESIS

POLICE VS. THE UNARMED

by

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December 2023

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POLICE VS. THE UNARMED

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ABSTRACT

Despite the emphasis on firearms training in law enforcement agencies, statistical data reveal that police officers are more likely to engage in physical altercations than in shootings. Given this discrepancy, this thesis answers the following question: How can law enforcement policies and practices be improved to effectively control unarmed but actively resisting subjects? Through a comparative analysis of case studies and interviews with experts, this study identifies three key strategies for improvement: Brazilian jiu-jitsu (BJJ) for physical control, visualization for mental preparation, and controlled breathing for physiological stability. Together, these elements form a comprehensive approach for equipping officers with the necessary skills to manage confrontations without relying on lethal force. This thesis also serves as a blueprint for law enforcement agencies seeking to improve their training programs. It recommends that officers train in BJJ at least three hours a week, thus bolstering their proficiency and facility in physical confrontations. In addition, employing visualization techniques 10 minutes before and after duty will minimize officers' hesitation and aid in building mental resilience to prevent stress disorders and job burnout. Finally, a controlled breathing regimen will allow officers to remain calm in stressful situations and communicate without aggression.

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LIST OF ACRONYMS AND ABBREVIATIONS

BJJ	Brazilian jiu-jitsu
CED	conducted energy device
FDNY	New York City Fire Department
IRB	Institutional Review Board
MPD	Marietta Police Department
PERF	Police Executive Research Forum
POST	Peace Officer Standards and Training
PSA	public safety ambassador
PTO	prisoner transport officer
PTSD	post-traumatic stress disorder
SAFER	security, attack, flight, excessive repetition, and revised priorities
SBSD	Santa Barbara County Sheriff's Department
SWAT	special weapons and tactics
VCSD	Ventura County Sheriff's Department

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EXECUTIVE SUMMARY

Contrary to popular belief, police officers are more likely to suffer violence than to inflict it on suspects. According to crime data from the Federal Bureau of Investigation, law enforcement agencies in the United States made approximately 10 million arrests for various crimes in 2019.¹ During that time, law enforcement fatally shot approximately 1,000 people.² Conversely, suspects perpetrated approximately 45,000 assaults on law enforcement officers with personal weapons, including hands, fists, and feet.³ Thus, the statistics collected by federal law enforcement, the media, and research entities show that domestic police are far more likely to physically restrain and subdue a criminal than to engage them with lethal force.

Given the striking gap between officers using a firearm and officers involved in physical altercations, why do law enforcement agencies require officers to train more with weapons than on arrest-and-control or de-escalation techniques? For example, most law enforcement agencies abide by the California Commission on Peace Officer Standards and Training (POST)'s curriculum to educate and certify new peace officers. The time dedicated to firearm training with POST is twice that for arrest-and-control or de-escalation capabilities.⁴ Law enforcement agencies are more concerned with meeting the minimum firearms training standards for liability reasons than with providing training to make officers proficient.⁵ Once these minimal firearm regulations are met, agencies may delegate the responsibility for proficiency in hands-on techniques to individual officers. This approach leaves officers insufficiently prepared to deploy alternative methods when

¹ “2019 Crime in the United States: Persons Arrested,” Federal Bureau of Investigation, 2020, <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/persons-arrested>.

² “Fatal Force: 2019 Police Shootings Database,” *Washington Post*, accessed August 10, 2020, <https://www.washingtonpost.com/graphics/2019/national/police-shootings-2019/>.

³ “2019 Law Enforcement Officers Killed & Assaulted: Officers Assaulted,” Federal Bureau of Investigation, 2019, <https://ucr.fbi.gov/leoka/2019/topic-pages/officers-assaulted>.

⁴ “Training and Testing Specifications for Peace Officer Basic Courses,” Commission on Peace Officer Standards and Training, October 1, 2020, <https://post.ca.gov/training-and-testing-specifications-for-peace-officer-basic-courses>.

⁵ Commission on Peace Officer Standards and Training.

dealing with unarmed, resisting subjects, potentially escalating situations that might otherwise be defused.

This thesis answers the following question: How can law enforcement policies and practices be improved to effectively control unarmed but actively resisting subjects? This study involved a comparative analysis of three distinct case studies—Brazilian jiu-jitsu (BJJ), conducted energy devices (CEDs), and verbal judo—to review, evaluate, and contrast existing less-than-lethal training methodologies. Additionally, this research was complemented by interviews with subject-matter experts from diverse fields, including law enforcement, firefighting, and mental health, concerning performance under high-stress situations.

Each case study examines a method to effectively control unarmed but actively resisting subjects. The Marietta Police Department case focuses on the efficacy of BJJ techniques in restraining individuals without causing harm. The Police Executive Research Forum case examines the role of CEDs in compliance-gaining, scrutinizing their practicality and public perception. Meanwhile, the University of Tennessee case explores the verbal judo method, investigating its effectiveness in de-escalating situations and gaining compliance through verbal communication. This thesis found that while each method has potential merits, verbal judo emerges as the most advantageous in addressing the dual challenges of “lawful-but-awful” optics and “control without injuring.”⁶ It allows officers to secure compliance primarily through verbal interactions, thus reducing the need for physical force. However, the limitations of verbal judo become apparent when officers must resort to physical force, showcasing the importance of integrating various techniques, such as BJJ and CEDs. Although effective, CEDs face public perception issues due to the unsettling visual of a person twitching and convulsing, which can erode public trust in law enforcement. BJJ controls an individual through balance and leverage rather than strikes and punches. Importantly, physical control with BJJ is human contained and does not rely

⁶ *Lawful but awful* means that the use-of-force actions of an officer were justified (lawful), but the public perceives those actions to be inhumane (awful). See Dan Flynn, “Brazilian Jiu-Jitsu: The Future of Policing” (Marietta, GA: Marietta Police Department, 2021), <https://www.mariettaga.gov/DocumentCenter/View/11626/The-time-for-Brazilian-Jiu-Jitsu?bidId=>.

on external equipment. Notably, BJJ is the only method among the three that is not widely mandated for proficiency within law enforcement agencies.

To understand effective methods for controlling unarmed but actively resisting subjects, this thesis also includes insights gathered from interviews with professionals in law enforcement, firefighting, and mental health. Their experience, knowledge, and perspectives offered significant insights into maintaining control of the resisting subject and oneself. This thesis found several key similarities from the interviews. A recurring theme was the importance of visualization and imagery techniques to prepare the mind and body for stressful situations. Visualization has proven equally crucial both before and after a stressful event. In the aftermath of a dramatic event, employing visualization techniques not only aids in preventing post-traumatic stress disorder (PTSD) but also significantly contributes to post-traumatic growth and mental resilience.⁷ Consistent hands-on training, such as with BJJ, was another interview theme. BJJ equips officers with the necessary physical techniques for managing resisting subjects without injuring them.⁸ Similarly, the daily practice of controlled breathing serves as a physiological anchor, preventing practitioners from entering a state of “condition black,” wherein stress debilitates the body and mind.⁹ Indeed, law enforcement would benefit significantly from the recommendations of these professionals.

This thesis found that less-lethal options and de-escalation techniques are vital and have their place in law enforcement; however, police officers eventually need to use their hands to control resisting subjects. Physical altercations are likely when suspects perceive they are facing either jail time or freedom and the only thing in their way is the officer standing before them. When talking and persuasion fail, the officer must be physically capable of control and restraint. Many officers are neither mentally nor physically prepared to control active resistance successfully, relying primarily on the tools on their duty belts,

⁷ S. L., battalion chief, New York City Fire Department, personal communication, April 25, 2023.

⁸ C. H., former undersheriff, Ventura County Sheriff’s Department, personal communication, April 10, 2023.

⁹ David A. Grossman, *On Combat: The Psychology and Physiology of Deadly Conflict in War and Peace* (New York: Open Road Media, 2008).

which have led to tragic mistakes even among veteran officers.¹⁰ Officers need a human-contained yet effective method to control violent suspects. Compounding this already difficult challenge is the additional burden of controlling subjects while promoting a positive public perception and retaining community support. Even though an officer's action might be lawful, it could look awful from the outside.

This thesis found that law enforcement programs would benefit greatly from implementing jiu-jitsu self-defense (breathing, base, and connection) and visualization (mental preparedness, gratitude, stress management, and mental resilience) into training. Although officers are issued useful physical equipment to perform their duties, they are not necessarily provided with the right mental and human-contained capabilities to complement those tools. Officers must also be provided with the finest tools for their mind and body: visualization and jiu-jitsu. This research does not assert that jiu-jitsu is better than other martial arts, but it affirms the appropriateness of this technique in relation to law enforcement requirements. Jiu-jitsu is, by design, more compatible with the demands of law enforcement and the expectations society has placed on police officers.¹¹ One of the most important requirements is to control subjects without injuring them.¹² The research also finds that as jiu-jitsu prepares the body for stressful encounters, visualization prepares the mind. Fear and stress can devastate the body, as evidenced by the prevalence of PTSD among law enforcement officers.¹³ Through visualization techniques, officers can detach the physiological effects of stress from their mental state, allowing them to make clearer, more rational decisions in high-pressure situations. While physical altercations are necessarily a part of the police profession, this research suggests that training for specific capabilities will create more effective, well-rounded officers with the confidence, mental fortitude, and physical abilities to serve the public.

¹⁰ Nicholas Bogel-Burroughs, "What to Know about Kimberly Potter's Conviction for the Death of Daunte Wright," *New York Times*, November 30, 2021, <https://www.nytimes.com/2021/11/30/us/daunte-wright-shooting-kimberly-potter.html>.

¹¹ Police Executive Research Forum, *Community Policing: The Past, Present and Future* (Washington, DC: Police Executive Research Forum, 2004).

¹² C. H., personal communication.

¹³ Grossman, *On Combat*.

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I. INTRODUCTION

Contrary to popular belief, police officers are more likely to suffer violence than to inflict it on suspects. According to crime data from the Federal Bureau of Investigation, law enforcement agencies in the United States made approximately 10 million arrests for various crimes in 2019.¹ During that time, law enforcement fatally shot approximately 1,000 people.² Conversely, suspects perpetrated approximately 45,000 assaults on law enforcement officers with personal weapons, including hands, fists, and feet.³ Thus, the statistics collected by federal law enforcement, the media, and research entities show that domestic police are far more likely to physically restrain and subdue a criminal than to engage them with lethal force.

Given the striking gap between officers using a firearm and officers involved in physical altercations, why do law enforcement agencies require officers to train more with weapons than on arrest-and-control or de-escalation techniques? For example, most law enforcement agencies abide by the California Commission on Peace Officer Standards and Training (POST)'s curriculum to educate and certify new peace officers. The time dedicated to firearm training with POST is twice that for arrest-and-control or de-escalation capabilities.⁴ Law enforcement agencies may prioritize mitigating the legal liabilities associated with firearm usage, thereby adhering solely to the minimum regulatory standards.⁵ Once these minimal firearm regulations are met, agencies may delegate the responsibility for proficiency in hands-on techniques to individual officers. This approach leaves officers insufficiently prepared to deploy alternative methods when dealing with

¹ “2019 Crime in the United States: Persons Arrested,” Federal Bureau of Investigation, 2020, <https://ucr.fbi.gov/crime-in-the-u.s/2019/crime-in-the-u.s.-2019/topic-pages/persons-arrested>.

² “Fatal Force: 2019 Police Shootings Database,” *Washington Post*, August 10, 2020, <https://www.washingtonpost.com/graphics/2019/national/police-shootings-2019/>.

³ “2019 Law Enforcement Officers Killed & Assaulted: Officers Assaulted,” Federal Bureau of Investigation, 2019, <https://ucr.fbi.gov/leoka/2019/topic-pages/officers-assaulted>.

⁴ “Training and Testing Specifications for Peace Officer Basic Courses,” Commission on Peace Officer Standards and Training, October 1, 2020, <https://post.ca.gov/training-and-testing-specifications-for-peace-officer-basic-courses>.

⁵ Commission on Peace Officer Standards and Training.

unarmed, resisting subjects, potentially escalating situations that might otherwise be defused. Possible explanations for the lack of other training competencies include defunding, insufficient time or resources, or personnel shortages.⁶ Agency leadership and decision-makers' prioritization of training related to lethal-force action may be another factor.⁷ Notwithstanding the justification, acquiring and maintaining non-lethal skills remains challenging for police officers.

This thesis investigates U.S. law enforcement officers' current unarmed interactions in search of the most appropriate policies and practices, including strengthening law enforcement officers' non-lethal skills.

A. RESEARCH QUESTION

How can law enforcement policies and practices be improved to effectively control unarmed but actively resisting subjects?

B. LITERATURE REVIEW

Law enforcement scholars and practitioners continue to debate which policy and training methods best prepare police officers for hardships in their line of work. Currently, academics and law enforcement practitioners concur on police officers' using deadly force when confronted with armed assailants.⁸ Nevertheless, disagreements among scholars and experts have arisen about how to control unarmed but actively resisting subjects—those who are physically violent or mentally ill and without weapons. Violence without weapons is still dangerous and challenging for officers to handle, as the public wants protection but also values the lives of individuals. This literature review addresses the primary schools of thought on how law enforcement can control unarmed subjects effectively, focusing on the following themes: policies and practices and improving policies and practices.

⁶ "Defund Police, Watch Crime Return," *Wall Street Journal*, June 9, 2020, <https://www.wsj.com/articles/defund-police-watch-crime-return-11591658454>.

⁷ Northeastern University, "What Would It Mean to 'Defund' the Police—and What Would Come Next?," Targeted News Service, July 9, 2020, ProQuest.

⁸ Merrick Garland, "Department's Updated Use-of-Force Policy" (official memorandum, Washington, DC: Office of the Attorney General, 2022), <https://www.justice.gov/ag/page/file/1507826/download>.

1. Policies and Practices

Research on current policies and practices shows the effects of the use of force on police role-related preparedness. In this context, one group of scholars and experts discusses the results of current training on force administration. Most law enforcement agencies in the United States abide by POST's curriculum to train and certify new peace officers.⁹ According to the Police Executive Research Forum (PERF), law enforcement agencies spend more time and funding on firearms training than on hands-on self-defense, affecting their effectiveness in controlling unarmed subjects.¹⁰ For example, the California Commission on POST notes that the requirement for firearms training is twice that of arrest and control.¹¹ According to Captain Eric H. Dayley of the Idaho State Police, this requirement is detrimental to an officer and public safety because it does not paint a realistic picture of what police officers will encounter on the streets.¹² Indeed, to prepare officers appropriately, the training should match the reality of what they will face.

In addition, Brian Reaves of the Bureau of Justice Statistics stresses that after fulfilling the POST certification, firearm skill maintenance requires at least four hours every three months, but arrest-and-control requirements have dropped to around four hours per year.¹³ Thus, according to POST, firearms training takes precedence over hands-on self-defense or de-escalation, even though the data do not appear to support this proportion. PERF Research Director Bruce Taylor agrees. His study on Tasers confirms this disparity between firearms requirement standards and less-than-lethal options. The research even suggests that other use-of-force strategies like Tasers or pepper spray are more effective,

⁹ Commission on Peace Officer Standards and Training, "Training and Testing Specifications."

¹⁰ Eric H. Dayley, "Reducing the Use of Force: De-Escalation Training for Police Officers" (master's thesis, Naval Postgraduate School, 2016), <http://hdl.handle.net/10945/50529>.

¹¹ Commission on Peace Officer Standards and Training, "Training and Testing Specifications."

¹² Dayley, "Reducing the Use of Force."

¹³ Commission on Peace Officer Standards and Training, "Training and Testing Specifications."

and hands-on tactics should be further reduced in practice.¹⁴ Hence, current law enforcement training standards focus primarily on the use of firearms rather than on other options.

Funding is another factor that plagues police training. A different body of literature argues that the budgetary limitations of some law enforcement agencies affect proper training, which in turn limits how well officers control unarmed, resisting persons.¹⁵ For instance, Rachel Abanonu illustrates that agencies are less willing to pay the cost of de-escalation programs because the techniques can slow officers' reaction time in deadly encounters and thus endanger their lives.¹⁶ Likewise, Lieutenant Gerardo Serrato of the California Highway Patrol argues that budgetary resources allocated to crisis-response programs significantly lower violent confrontations between the mentally ill and the police.¹⁷ In contrast, PERF's studies indicate no causal relationship between budgetary constraints and proper use-of-force training because funds address specific and unique goals for each agency.¹⁸ In addition, the Office of Community Oriented Policing Services reveals that federal funding can offset agency costs for training.¹⁹ In summary, police funding affects officer use-of-force training, but scholars differ on its impact—whether it saves lives or increases vulnerability.

Scholars and experts also discuss bias in law enforcement practices. In this connection, Christine Elow, superintendent of the Cambridge Police Department, asserts

¹⁴ Bruce Taylor et al., *Comparing Safety Outcomes in Police Use-of-Force Cases for Law Enforcement Agencies That Have Deployed Conducted Energy Devices and a Matched Comparison Group That Have Not* (Washington, DC: Police Executive Research Forum, 2009), https://www.policeforum.org/assets/docs/Free_Online_Documents/Use_of_Force/conducted%20energy%20devices%20matched%20agency%20study%202009.pdf.

¹⁵ Rachel Abanonu, "De-escalating Police–Citizen Encounters," *Southern California Review of Law and Social Justice* 27, no. 3 (Summer 2018): 239–69.

¹⁶ Abanonu.

¹⁷ Gerardo H. Serrato, "Defund or Unbundle the Police? A Strategy to Enhance the Reputation and Morale of Law Enforcement Agencies in the United States" (master's thesis, Naval Postgraduate School, 2022), <http://hdl.handle.net/10945/71032>.

¹⁸ Police Executive Research Forum, "How COVID-19 and 'Defunding' Are Impacting Police Budgets," *PERF Daily COVID-19 Report*, August 3, 2020, <https://www.policeforum.org/covidaugust3>.

¹⁹ President's Task Force on 21st Century Policing, *Final Report of the President's Task Force on 21st Century Policing* (Washington, DC: Office of Community Oriented Policing Services, 2015).

that violence between law enforcement and the public results from discriminatory police practices, which are more prevalent in minority communities because of the American history of oppression and marginalization of people of color.²⁰ For example, critical race theory claims that institutions—primarily law enforcement—create a society that reinforces white superiority and black subjugation.²¹ Mark Timpf, captain of the Tucson Police Department, agrees and argues that “racial disparities exist within policing, including the deaths that result from police shootings.”²² In contrast, Professor Roland Fryer Jr. of Harvard University claims that “although blacks were more likely to have non-lethal force used on them by police, no racial differences occurred in the use of deadly force.”²³ However, Theodore Boe, chief of police of the Burien Police Department, differentiates between bias and racism.²⁴ Boe asserts that bias is a normal process in which humans make decisions based on experience while racism is the hatred of another group.²⁵ All in all, scholars and practitioners have offered compelling arguments for the prevalence or absence of bias in policing.

Another group of academics and experts analyzes the impact of diversity policies on law enforcement practices. In this context, Dione Neely of the U.S. Secret Service suggests that hiring more women and minority groups could stem violent encounters because women tend to employ de-escalation techniques rather than resort to force.²⁶ Similarly, according to Boe, when a police agency’s minority group mirrors that of the

²⁰ Christine A. Elow, “Lived and Remembered Experiences: Policing to Improve Relations with Communities of Color” (master’s thesis, Naval Postgraduate School, 2019), <http://hdl.handle.net/10945/64146>.

²¹ Elow.

²² Mark L. Timpf, “Police Reforms: Identifying the Potential Adverse Impacts and Challenges to Law Enforcement Agencies” (master’s thesis, Naval Postgraduate School, 2017), 6, <https://apps.dtic.mil/sti/pdfs/AD1053484.pdf>.

²³ Timpf, 7.

²⁴ Theodore A. Boe, “Benefits of Utilizing Procedural Justice Principles in Hiring and Training Officers” (master’s thesis, Naval Postgraduate School, 2019), <http://hdl.handle.net/10945/63433>.

²⁵ Boe.

²⁶ Dione A. Neely, “Level the Playing Field: Are Law Enforcement Policies and Practices Rigged against Women and Mothers?” (master’s thesis, Naval Postgraduate School, 2019), <https://www.hsdl.org/c/view?docid=831037>.

community, citizen trust increases, thus lowering the chances of violence toward officers.²⁷ Fryer claims that because black and Hispanic citizens are more likely to experience the use of non-lethal force by police, the policy of recruiting minorities could dramatically affect how law enforcement handles unarmed but resisting subjects.²⁸ However, John Bennet of the International Law Enforcement Educators and Trainers Association believes an officer's confidence and mindset may help avert violent encounters because they indirectly relay to the potential combative subject whether the officer will be "easy prey."²⁹ In summary, diversity policies may directly or indirectly affect violence toward the police.

Contradictory literature covers policies and practices regarding law enforcement's use of force toward unarmed but actively resisting people. Each school of thought offers valid arguments that address this issue. For instance, if data show that police engage in more fights than shootings, training should better prepare officers for this type of encounter. Most scholars agree with this idea; however, disagreements arise concerning which methods are superior in preparing law enforcement to control uncooperative subjects. For example, some scholars argue that more training in martial arts will prepare officers for this type of engagement.³⁰ Yet other practitioners assert that the use of less-than-lethal devices is the answer. Still, different schools of thought claim de-escalation skills and mental health awareness are the key. Some attribute policing rooted in racism to the plethora of violent interactions. This conclusion has led to the push for more diversity across race and gender to build trust between law enforcement and the community and thus lower the incidents of police use of force. Another approach to stem the violence is diversity training like critical race theory, which brings to light the biases engrained in society and institutions like law enforcement. The final school of thought is the budgetary limitations of smaller police agencies, resulting in the lack of proper use-of-force training.

²⁷ Boe, "Benefits of Utilizing Procedural Justice Principles."

²⁸ Timpf, "Police Reforms," 7.

²⁹ Boe, "Benefits of Utilizing Procedural Justice Principles," 39.

³⁰ Jose Torres, "Predicting Law Enforcement Confidence in Going 'Hands-on': The Impact of Martial Arts Training, Use-of-Force Self-Efficacy, Motivation, and Apprehensiveness," *Police Practice and Research* 21, no. 2 (2020): 187–203, <https://doi.org/10.1080/15614263.2018.1500285>.

Thus, according to the literature, how the police should control combative persons remains a contentious issue.

2. Improving Policies and Practices

Several academics and experts have suggested improving law enforcement policies and practices to facilitate non-lethal options when the police deal with resisting subjects. A corpus of literature explains the benefits of law enforcement training that involves dealing with unarmed subjects. For instance, Dayley indicates that de-escalation training—verbal tactics, mental illness awareness, and strategies for talking to people with mental disorders—helps officers defuse potentially violent situations by listening and empathizing with troubled persons.³¹ Sue Rahr, executive director of the Washington State Criminal Justice Training Commission, and Stephen Rice, associate professor of criminal justice at Seattle University, agree and stress that by inculcating more de-escalation skills, law enforcement agencies could create more well-rounded police officers who help people instead of writing tickets and putting them in jail.³² Similarly, they assert that law enforcement training must instill the guardian rather than the warrior mentality into an officer’s thinking.³³ As Rahr and Rice explain,

The soldier’s mission is that of a warrior: to conquer. The rules of engagement are decided before the battle. The police officer’s mission is that of a guardian: to protect. The rules of engagement evolve as the incident unfolds. Soldiers must follow orders. Police officers must make independent decisions. Soldiers come into communities as an outside, occupying force. Guardians are members of the community, protecting from within.³⁴

Likewise, Rahr and Rice contend that de-escalation techniques, which are not new to law enforcement, help achieve this guardian mindset and thus make a better police officer.³⁵

³¹ Dayley, “Reducing the Use of Force.”

³² Sue Rahr and Stephen K. Rice, *From Warriors to Guardians: Recommitting American Police Culture to Democratic Ideals*, New Perspectives in Policing Bulletin (Washington, DC: National Institute of Justice, 2015), <https://www.ojp.gov/pdffiles1/nij/248654.pdf>.

³³ Rahr and Rice.

³⁴ Rahr and Rice, 6.

³⁵ Rahr and Rice.

According to the President’s Task Force on 21st Century Policing, de-escalation techniques should prevail over less-than-lethal options because they provide alternatives to arrest and build trust within the community.³⁶ Thus, these experts stress that verbal skills to defuse volatile encounters are vital to improving police policies.

Another body of literature proposes changes in force options. In this context, Taylor argues that the use of such less-than-lethal methods as conducted energy devices (i.e., Tasers) provides other use-of-force options than firearms.³⁷ Similarly, Peter G. Renden of the MOVE Research Institute Amsterdam reveals that martial arts training allows officers to control unarmed but resisting subjects.³⁸ Jose Torres agrees and further indicates that martial arts confer the confidence and self-efficacy—command presence—for police officers to remain calm in stressful situations, which in turn helps with defusing volatile subjects.³⁹ According to these scholars, this calmness improves the officers’ work by supporting better decision-making to protect the community, subjects, and officers.⁴⁰ On the same note, Professor Cynthia Lee of the George Washington University Law School illustrates that martial arts training can reduce bias in using force, thereby decreasing officer-involved shooting incidents.⁴¹ Indeed, as the author explains, an officer who regularly engages in martial arts training is better at assessing a situation’s dangerousness by remaining calmer and thus making fewer use-of-force mistakes. The study conducted by Lee also claims that mandated martial arts training provides officers with confidence to deal with volatile incidents without resorting to their firearms.⁴² In addition, Lee’s research found that relieving stress in police officers promotes mental and emotional balance, a state

³⁶ President’s Task Force on 21st Century Policing, *Final Report*.

³⁷ Taylor et al., *Comparing Safety Outcomes in Police Use-of-Force Cases*.

³⁸ Peter G. Renden et al., “Police Arrest and Self-Defense Skills: Performance under Anxiety of Officers with and without Additional Experience in Martial Arts,” *Ergonomics* 58, no. 9 (2015): 1496–1506, <https://doi.org/10.1080/00140139.2015.1013578>.

³⁹ Torres, “Predicting Law Enforcement Confidence.”

⁴⁰ Torres.

⁴¹ Cynthia Lee, “Race, Policing, and Lethal Force: Remedying Shooter Bias with Martial Arts Training,” *Law and Contemporary Problems* 79, no. 3 (2016): 145–72.

⁴² Lee.

needed for everyday responsibilities.⁴³ Thus, these scholars and experts agree that marital arts training engenders the confidence and capability for police officers to deal adeptly with non-lethal threats. However, Taylor disagrees and claims that using conducted energy devices is more efficient than hands-on tactics.

Another corpus of the literature proposes defunding law enforcement agencies to mitigate excessive force by police. Studies arising from the Black Lives Matter movement—including literature by Tracie Lowe of the University of Texas Institute for Urban Policy—recommend defunding or eliminating police departments and redirecting funds to social programs, thus reducing the burden on law enforcement.⁴⁴ An example would be diverting resources to create more crisis intervention teams to respond to mentally ill subjects.⁴⁵ Timpf emphasizes increasing police oversight committees—to review officer-involved shootings and use-of-force incidents—and adopting the guardian instead of warrior mentality.⁴⁶ These scholars suggest using crisis intervention teams as the primary agency for service calls. Meanwhile, police would serve in a supporting role. Since crisis teams would be unarmed, if a situation turned violent without weapons, teams and police would need non-lethal practices and training even more. Similarly, Elow argues that because law enforcement reflects a history of oppression and marginalization of minority groups, communities should divert more resources to community-oriented policing, and law enforcement agencies should divulge their policies and reports to the public.⁴⁷ Hence, “less policing is better policing” is the mindset of these scholars.

Some scholars disagree with the academics who propose defunding the police. Heather Mac Donald of Stanford Law School reveals that no police bias exists because black individuals are disproportionately the victims and perpetrators of crime, so police

⁴³ Lee.

⁴⁴ Emmanuel Kwo, “Law Enforcement Shootings in the United States: The Factors and Potential Solutions” (master’s thesis, Naval Postgraduate School, 2021), 6, <http://hdl.handle.net/10945/68344>.

⁴⁵ Kwo.

⁴⁶ Timpf, “Police Reforms.”

⁴⁷ Elow, “Lived and Remembered Experiences.”

must focus on high-crime areas.⁴⁸ As a result, the defunding of police would harm black communities.⁴⁹ Mac Donald also explains that the breakdown of the family, not racist officers, explains the high crime rate among black youths.⁵⁰ Similarly, Michael Tonry claims, “Racial differences in patterns of offending, not racial bias by police and other officials, are the principal reason that such greater proportions of blacks than whites are arrested, prosecuted, convicted, and imprisoned.”⁵¹ Serrato concurs and warns that even with defunding and diverting responsibilities to civilian crisis-response teams, the teams’ safety would still require a police presence.⁵² All in all, many policy improvements are available for law enforcement.

Practitioners and scholars agree that multiple options could improve policing, especially concerning the use of force. Whether it entails defunding, de-escalation, non-lethal options, or hands-on self-defense, the debate will continue well beyond this research. This thesis aims to illuminate the issue to help make the community a safer place for police officers, citizens, and suspects themselves.

C. RESEARCH DESIGN

This thesis presents a comparative analysis of current law enforcement training methods to learn how to improve law enforcement policies and practices to control unarmed but actively resisting subjects effectively. It first reviews existing U.S. law enforcement policies and procedures regarding the use of force toward the unarmed and current training methods.

Next, this thesis examines three case studies of best practices in handling resisting subjects. One study, from the Marietta Police Department, illustrates how consistent martial arts training has helped officers better control unarmed but combative subjects.

⁴⁸ Heather Mac Donald, *The War on Cops: How the New Attack on Law and Order Makes Everyone Less Safe* (New York: Encounter Books, 2017).

⁴⁹ Mac Donald.

⁵⁰ Mac Donald.

⁵¹ Mac Donald, 49.

⁵² Serrato, “Defund or Unbundle the Police?”

Another study, from PERF, involves non-lethal equipment whereas a third study, from the University of Tennessee, employs de-escalation tactics to defuse volatile suspects. A comparative analysis framework guides this examination of the case studies.

The next aspect of this research involved interviews with experts, scholars, and practitioners in the law enforcement, firefighting, and mental health fields. Interviewee selection was based on training, experience, or expertise in the respective field. The interview questions addressed the individuals' knowledge of agency policies and practices, as well as training and experience. The following line of questioning explored non-lethal options, hands-on self-defense, and de-escalation techniques for volatile situations:

1. What is your professional background?
2. What is your training background?
3. What are your agency's current policy and practices/training requirements regarding firearms, non-lethal options, hands-on self-defense options, and de-escalation options?
4. What are your agency's current policies and practices toward unarmed but actively resisting subjects?
5. How can policies and practices in your agency be improved to control unarmed but resisting subjects effectively?
6. If resources are one of these gaps/challenges, what specific help has your agency identified as lacking?
7. How has this limitation hindered your agency?
8. Is there any other information available that would be beneficial to this research?

Subjects who were not in law enforcement answered the questions as they related to their profession when dealing with difficult people and situations. A determination request was submitted for Institutional Review Board (IRB) compliance on January 18, 2023 (Case ID: 5389). On January 24, 2023, the Naval Postgraduate School IRB determined that this

research did not involve the use of human subjects. The five selected subjects were interviewed only once for this thesis.

The final step of this research involved providing a comparative analysis of the interviews and open-source case studies to determine whether a consensus or wide gap existed in handling resisting suspects. Finally, based on the findings of the comparative analysis, this author devised policy recommendations for improvements and areas for future research.

II. OPEN SOURCE–BASED CASE STUDIES

As law enforcement faces scrutiny and demands for accountability, finding efficient and non-deadly solutions to violent encounters becomes paramount. This chapter delves into case studies involving Brazilian jiu-jitsu training, the use of conducted energy devices (i.e., Tasers), and verbal judo as de-escalation techniques. Each case study provides insight into the problem statement of this thesis, examining how law enforcement can control unarmed but actively resisting subjects effectively.

A. BRAZILIAN JIU-JITSU

In 2019, the Marietta Police Department (MPD) implemented a self-defense training program requiring that new recruits learn Brazilian jiu-jitsu (BJJ) during their five months in the police academy.⁵³ The MPD was selected for this case study due to its innovative approach to officer training, particularly in implementing BJJ as a crucial part of its defensive tactics program. This choice aligned with the department’s emphasis on minimizing the use of force and promoting de-escalation strategies when dealing with potential confrontations. Jiu-jitsu is a grappling technique based on simple movements and body positioning, enabling officers to effectively control and restrain suspects in various positions. BJJ’s versatility lends itself to teaching officers of all sizes, strengths, and fitness levels, reducing the risk of injury to officers and suspects.⁵⁴ The training sessions were conducted at a vetted, civilian-owned BJJ academy, Borges Brazilian Jiu-Jitsu, in Marietta.⁵⁵ The purpose of including BJJ skills in the academy training was to provide newly hired police officers with a firm understanding and foundation to better prepare them for encounters with unarmed suspects actively resisting arrest. The MPD sought to provide

⁵³ Jake King and Clayton Culpepper, “Teaching Defensive Tactics in the 21st Century: How the Marietta, Ga. Police Department Made Brazilian Jiu-Jitsu Mandatory” (Marietta, GA: Marietta Police Department, 2019), <https://www.mariettaga.gov/DocumentCenter/View/9217>.

⁵⁴ Jake King and Clayton Culpepper, “The Marietta Police Department: How They Made Jiu Jitsu Mandatory” (Invictus Leo Jiu Jitsu Collective, 2021), <https://img1.wsimg.com/blobby/go/92f9eebf-7a53-4428-a45a-af0b1ff77769/downloads/The%20Marietta%20Police%20Department.pdf?ver=1696006973119>.

⁵⁵ *Vetted* in this context means that after being briefed on the MPD’s use-of-force guidelines, the instructors at Borges Brazilian Jiu-Jitsu tailored training sessions to meet these standards.

these officers with defensive tactics training, which could reduce the use of closed-hand strikes by police while effectively restraining the resisting subjects.

1. The Need

Recent and highly publicized incidents of police use of force captured on video and spread by the news and social media—including the officer-involved deaths of George Floyd and Tyre Nichols—have cast a negative light on law enforcement.⁵⁶ Not even the MPD was spared from this negative publicity.⁵⁷ While the force used to restrain and arrest a resisting subject might be legally justified, the public’s perception of officers’ resorting to punching, kicking, or baton-striking is heartless brutality. These images starkly contradict police officers’ sworn duty to protect and serve the community and erode public trust in the police. Justified but violent-looking acts have led to law enforcement’s saying “It may be lawful, but it looks awful.”⁵⁸ Acknowledging the lawful-but-awful challenge to community perception, the MPD approached the problem analytically to protect both the resisting suspects and the department’s vulnerable officers. After careful consideration of tactical approaches to the issue, leadership moved the MPD’s training regimen to a jiu-jitsu-based method for handling illegal suspect resistance.

From the Japanese phrase meaning “gentle art” or “gentle way,” jiu-jitsu employs balance, leverage, weight, and specialized control tactics to subdue combative suspects without resorting to excessive force.⁵⁹ In contrast to traditional police methods that rely on striking, jiu-jitsu utilizes the officer’s body weight to control the torso and hips of the combatant without employing punching or kicking techniques. The goal is to overcome the suspect’s illegal resistance and action with the least force possible to effect a lawful arrest,

⁵⁶ Evan Hill et al., “How George Floyd Was Killed in Police Custody,” *New York Times*, June 1, 2020, <https://www.nytimes.com/video/us/100000007159353/george-floyd-arrest-death-video.html>; Adrian Sainz, “Tyre Nichols’ Brutal Beating by Police Shown on Video,” Associated Press, January 28, 2023, <https://apnews.com/article/tyre-nichols-video-memphis-police-e3ee8e6698faae16df3f41d09234b09f>.

⁵⁷ Kristal Dixon, “Activists Protest Marietta Cop Punching Unarmed Suspect at IHOP,” *Atlanta Journal-Constitution*, April 26, 2019, <https://www.ajc.com/news/local/activists-protest-marietta-police-response-ihop-altercation/yK8BvnI0bM67VZddDItcRJ/>.

⁵⁸ King and Culpepper, “How They Made Jiu Jitsu Mandatory.”

⁵⁹ King and Culpepper.

minimizing injury to both officer and suspect. Additionally, jiu-jitsu teaches officers techniques for escaping from attackers, avoiding strikes, and utilizing space to their advantage.⁶⁰ Since jiu-jitsu utilizes grappling techniques that do not require great physical ability or strength, a relevant capability can be taught to all officers regardless of size, strength, or fitness level.⁶¹ For these reasons, the MPD chose BJJ as an effective, non-lethal, use-of-force option. The MPD implemented the training through Standard Operating Procedure T060.⁶²

2. The Policy

Standard Operating Procedure T060 mandates BJJ training for all new officers and encourages additional training for those who have achieved solo officer status.⁶³ This policy aims to equip officers with the skills necessary to control and restrain suspects in various positions, thereby reducing the risk of injury to both the suspect and the officer. Notably, the use of BJJ techniques has been deemed more controlled and less violent than karate or boxing, making it more palatable to the public and addressing the issue of lawful-but-awful actions. The training also enhances the physical fitness of officers and applicable civilian personnel, or public safety ambassadors (PSAs). To accommodate the increasing demands of law enforcement, the department provides BJJ training at a facility approved by the police chief or designee. Newly hired officers are required to attend a minimum of one hour of BJJ training per week until they begin their field training program. They are also eligible for up to three hours of compensatory time per week for additional training, with no limit to training hours. Any missed mandatory training sessions must be approved by the MPD's training unit. PSAs and prisoner transport officers (PTOs) may voluntarily attend BJJ training on or off duty and can accrue up to three hours of compensatory time per week. On-duty training requires supervisory approval, which may be influenced by factors such as manpower and call volume. All personnel must sign in when attending

⁶⁰ "Gracie Survival Tactics (GST)," Gracie University, accessed March 12, 2023, <https://www.gracieuniversity.com/Pages/Public/Informationpages/graciesurvivaltactics2>.

⁶¹ King and Culpepper, "How They Made Jiu Jitsu Mandatory."

⁶² King and Culpepper.

⁶³ King and Culpepper.

training, and the MPD's training unit maintains these logs for POST credit. Personnel are also required to wear approved apparel called *gi* during training sessions.⁶⁴ Recruits are provided this apparel by the city while other personnel must obtain it themselves. Injuries sustained during training are covered by the City of Marietta's workers' compensation program, and any injuries must be reported immediately and follow the injury-reporting protocol.

3. Analysis

The MPD has mandated that new police officers will attend at least one BJJ training class per week until the start of their field training program (patrolling the streets) five months later.⁶⁵ In addition to BJJ's compatibility with controlling subjects without causing them great harm, the department's defensive tactics instructors have chosen BJJ training for its reasonableness, sustainability, and affordability. For instance, instead of having its own instructors offer additional classes, which placed an unnecessary burden on its workforce, the MPD contracted with Borges Brazilian Jiu-Jitsu to offer nine classes per week, spanning morning, afternoon, and evening.⁶⁶ In addition, Borges Brazilian Jiu-Jitsu charges \$20 per class for new recruits and \$10 for sworn officers, which is within the MPD's training budget.⁶⁷ The MPD pays Borges Brazilian Jiu-Jitsu through the officer's compensatory time, up to three training days per week. Officers who want additional training can pay for it out of pocket.

At the completion of the training period, new officers are assessed on the BJJ training they have received. As a condition of advancing through the field training program, new hires must effectively demonstrate the skills they have learned with MPD defensive tactic instructors. In addition, the recruits must demonstrate a clear understanding of the department's use-of-force policy through questions posed by the instructors.

⁶⁴ The *gi* is a jiu-jitsu training uniform.

⁶⁵ King and Culpepper, "How They Made Jiu Jitsu Mandatory."

⁶⁶ King and Culpepper.

⁶⁷ King and Culpepper, "Teaching Defensive Tactics in the 21st Century."

While BJJ training is not mandatory for PSAs or PTOs, the MPD makes it available for these positions. The department recognizes that the skills taught in BJJ are especially pertinent to PSAs, who are not armed, and PTOs, who are responsible for securing weapons and firearms when entering detention facilities. These unarmed positions or situations further emphasize the need for hands-on self-defense martial arts that effectively control suspects while minimizing their risk of injury.

4. Results

The MPD has examined the impact of its BJJ training program against its previous training regimens, which consisted of only four hours of hands-on defensive tactics per year.⁶⁸ Prior to BJJ training, POST for hands-on defensive tactics focused on techniques such as striking, punching, and pain compliance to gain control of a subject.⁶⁹ In assessing the relative effectiveness of the two training methodologies, the department gathered and compared the findings to analyze the differences.⁷⁰ The primary areas of concern were as follows.

a. Officer Safety and Injuries

One of the most striking benefits of implementing BJJ training at the MPD was its immediate impact on officer safety. Within an 18-month period before martial arts training, 29 officers carrying out arrests suffered injuries.⁷¹ Furthermore, this number fell dramatically to 15 officers in the 18-month post-implementation period—representing a 48 percent reduction in officer injuries. Notably, none of the officers who sustained injuries were enrolled in the BJJ program. In monetary terms, this decline translated into an estimated savings of \$66,752 based on average workers' compensation claims.⁷²

⁶⁸ “Police Training Reimagined,” Gracie University, accessed September 3, 2023, <https://www.gracieuniversity.com/Pages/Public/Information?enc=kP%2fKbrj0TEbCXXaMIVHTUw%3d%3d>.

⁶⁹ Commission on Peace Officer Standards and Training, “Training and Testing Specifications.”

⁷⁰ King and Culpepper, “How They Made Jiu Jitsu Mandatory.”

⁷¹ King and Culpepper.

⁷² King and Culpepper.

b. Use-of-Force Incidents Involving Suspects

The safety of suspects during arrests also improved significantly. In 2020, officers had 33 use-of-force incidents, 13 with BJJ training and 20 without it.⁷³ Additionally, only 31 percent of suspect injuries needed medical clearance from BJJ officers, but 65 percent did for the non-BJJ officers—equating to a 53 percent reduction in severe injuries to suspects.⁷⁴ Hence, suspects were more than twice as likely to require medical clearance in use-of-force incidents involving a non-BJJ officer than with a BJJ-trained officer.

c. Use-of-Force Incidents Involving Officers

In 2019, the MPD's night shift, which had only one BJJ-trained officer, was responsible for 44 percent of the agency's use-of-force incidents. The following year, after 75 percent of the night shift officers had been trained in BJJ, the total number of such incidents declined by 18 percent.⁷⁵

d. Taser Deployment

Similarly, the adoption of BJJ training impacted officers' reliance on conducted energy devices (CEDs). BJJ-trained officers deployed Tasers only 54 percent of the time in use-of-force incidents compared to 77 percent of the time with non-BJJ officers.⁷⁶ However, in these deployments, 85 percent of the BJJ-trained officers used the Tasers to pursue fleeing subjects, not to end fights.⁷⁷ Hence, this 23 percent reduction in CED deployment underscores the program's effectiveness in equipping officers with alternative, less-lethal use-of-force options.

⁷³ King and Culpepper.

⁷⁴ King and Culpepper.

⁷⁵ King and Culpepper.

⁷⁶ King and Culpepper.

⁷⁷ King and Culpepper.

As a result of these findings, by 2020, the program’s successful reduction in injuries to officers and suspects led to the extension of the department-sponsored BJJ training to all sworn officers.⁷⁸

5. Summary

Incorporating BJJ into a department’s training program is a valuable advancement toward the goal of effectively controlling unarmed but aggressive subjects. The Marietta experiment shows that the department and the public overwhelmingly benefited from implementing BJJ training for their officers. The data have revealed that officers trained in BJJ are involved in significantly fewer use-of-force incidents.⁷⁹ When officers are better trained to handle confrontations, everyone is safer. Regarding officer injuries, the data have also shown that not a single officer who has undergone BJJ training has been injured on duty. In contrast, 15 officers who were not trained in BJJ were injured, highlighting the chasm between the two approaches.⁸⁰ In addition, the financial toll of not implementing BJJ training is evident. Through reduced workers’ compensation claims alone, the savings have amounted to an estimated \$66,752. Factoring in the potential for costly lawsuits arising from use-of-force incidents, it becomes abundantly clear that the investment in BJJ training is not just beneficial but financially prudent. Finally, BJJ-trained officers have dramatically affected the outcomes for suspects involved in police encounters. There has been a 53 percent reduction in injuries to suspects and an 18 percent reduction in the total number of use-of-force incidents in shifts staffed by BJJ-trained officers. Moreover, Taser deployments have decreased by 23 percent, indicative of a less-confrontational, more-controlled approach to law enforcement.

In summary, the MPD’s experiment with BJJ training presents a win–win scenario that other departments would do well to emulate. It is a model that saves money, reduces injuries to both officers and suspects, and minimizes the need for more drastic use-of-force

⁷⁸ “BJJ Training Data Documents Reduction in Injuries,” Marietta Police Department, February 8, 2021, <https://www.mariettaga.gov/CivicAlerts.aspx?AID=3116>.

⁷⁹ King and Culpepper, “How They Made Jiu Jitsu Mandatory.”

⁸⁰ King and Culpepper.

options like Tasers or firearms. The BJJ training is not just a policy change—it is a paradigm shift toward a more effective and humane form of law enforcement.

B. CONDUCTIVE ENERGY DEVICES

Don't tase me, bro!

—University of Florida student.⁸¹

Scholars have acknowledged that CEDs (i.e., Tasers) can serve as a less-than-lethal force option to control resisting suspects; however, there have been concerns regarding their potential misuse and associated adverse health effects. To address this issue and improve policy, professional organizations and scholars, including PERF, have created guidelines for Tasers.⁸² Adhering to these policies should enhance device effectiveness and reduce adverse outcomes. Thomas, Collins, and Lovrich's study compares PERF guidelines to 124 municipal police departments' CED policies.⁸³ The results indicate that many municipal agencies do not meet these recommendations adequately. For example, police departments with unclear wording in their CED policies are at risk of granting too much latitude to officers, leading to excessive use against high-risk individuals. On the other hand, departments that mandate medical care for suspects subjected to CEDs have seen a decrease in injuries or fatalities while in custody. The study discusses the implications and suggests recommendations for improving CED policies on a broader scale.

1. The Need

PERF is an independent research organization focusing on policing and law enforcement. It often provides recommendations and guidelines for best practices in various aspects of police work, including the use of CEDs. When evaluating and creating

⁸¹ Gainesville Sun, "University of Florida Student Tasered at Kerry Forum," video, 2:23, YouTube, September 17, 2007, <https://www.youtube.com/watch?v=6bVa6jn4rpE>.

⁸² Kyle J. Thomas, Peter A. Collins, and Nicholas P. Lovrich, "An Analysis of Written Conductive Energy Device Policies: Are Municipal Policing Agencies Meeting PERF Recommendations?," *Criminal Justice Policy Review* 23, no. 4 (2012): 399–426, <https://doi.org/10.1177/0887403411412372>.

⁸³ Thomas, Collins, and Lovrich.

their own CED policies, police agencies can use PERF's model policy as a guide.⁸⁴ Furthermore, the guidelines cover concerns about health effects and improper or excessive use raised by human rights groups and scholars. Addressing these negative consequences necessitates that departments follow PERF's recommendations and considerations.⁸⁵

Some critics of CEDs disagree and argue that departments should halt their use until more comprehensive research is available.⁸⁶ While some critics may disagree with certain aspects of PERF's guidelines, these standards are based on empirical research, which gives credibility to CEDs' usefulness. The guidelines aim to maximize the effectiveness of CEDs while minimizing the negative consequences associated with their use. PERF's guidelines also have practical value, as they are cited in cases involving officer or agency liability. For example, Stanford Law School and the Department of Justice utilize PERF's guidelines.⁸⁷ Comparing PERF's model policy against a department's use-of-force policy can demonstrate the department's due diligence, thus strengthening its case against civil claims. To reduce negative outcomes, police agencies should adopt and incorporate these recommendations.⁸⁸ In addition, failing to clearly define when CEDs can and cannot be used may lead to inappropriate discretion, resulting in strained police–community relations and potential liability issues.⁸⁹ Using CEDs on individuals particularly vulnerable to adverse health effects can escalate nonviolent situations.⁹⁰ Similarly, the chances of

⁸⁴ Thomas, Collins, and Lovrich.

⁸⁵ Thomas, Collins, and Lovrich.

⁸⁶ American Civil Liberties Union of Northern California, *Stun Gun Fallacy: How the Lack of Taser Regulation Endangers Lives* (San Francisco: American Civil Liberties Union of Northern California, 2005), <https://www.aclunc.org/sites/default/files/Stun%20Gun%20Fallacy%20-%20How%20the%20Lack%20of%20Taser%20Regulation%20Endangers%20Lives.pdf>.

⁸⁷ Police Executive Research Forum and Office of Community Oriented Policing Services, *2011 Electronic Control Weapons Guidelines* (Washington, DC: Police Executive Research Forum and Office of Community Oriented Policing Services, 2011), <https://portal.cops.usdoj.gov/resourcecenter/RIC/Publications/cops-p202-pub.pdf>.

⁸⁸ Thomas, Collins, and Lovrich, "An Analysis of Written Conductive Energy Device Policies."

⁸⁹ Rob Hayes, "Family of Man Who Died after LAPD Taser Incident Files \$100 Million Lawsuit against City," ABC 7 Los Angeles, June 19, 2023, <https://abc7.com/keen-an-anderson-new-lawsuit-against-city-los-angeles-police-department-lawsuits/13403320/>.

⁹⁰ Kenneth Adams and Victoria Jennison, "What We Do Not Know about Police Use of Tasers," *Policing: An International Journal of Police Strategies & Management* 30, no. 3 (2007): 447–65, <https://doi.org/10.1108/13639510710778831>.

negative outcomes increase if qualified healthcare providers are not required to evaluate the impact of CEDs on subjects. Conversely, the likelihood of identifying potential health issues also decreases.⁹¹

Hence, PERF's recommendations provide a standard for reviewing and improving CED policies nationwide.⁹² Furthermore, the guidelines aim to enhance the devices' effectiveness in preventing negative outcomes. By adopting comprehensive CED policies based on PERF's recommendations, police agencies can better inform officers and citizens about the appropriate use of these devices.

2. The Guidelines

In 2005, PERF organized a national summit to create "training and policy guidelines" related to CED use.⁹³ Before the conference, PERF consulted with police and subject-matter experts from many domains, including doctors, to review the advantages and disadvantages of CEDs. PERF established practical "evidence-based policy recommendations" consisting of 52 unique policy guidelines concerning CEDs nationwide.⁹⁴ Similarly, these suggestions cover a wide range of topics related to the application of force, including factors to weigh before integrating CEDs, guidance on where CEDs fit in the hierarchy of force options, duties of officers prior to device deployment, restrictions on persons and scenarios where device can be used, documentation following device use, and healthcare protocols for individuals exposed to CED discharges. Although PERF's report addresses problems not typically found in use-of-force policies, it focuses on the most frequent topics. As a result, PERF's CED recommendations comprise three categories: predeployment, perideployment, and postdeployment.⁹⁵

⁹¹ Thomas, Collins, and Lovrich, "An Analysis of Written Conductive Energy Device Policies."

⁹² Thomas, Collins, and Lovrich.

⁹³ Thomas, Collins, and Lovrich.

⁹⁴ Thomas, Collins, and Lovrich.

⁹⁵ Thomas, Collins, and Lovrich.

a. Predeployment Guidelines

PERF advises that each police department create a policy explicitly tailored to CED use. Earlier studies suggested that some departments did not have a specific use-of-force policy for CEDs; instead, they implemented a general policy covering the use of all tools.⁹⁶ For example, some use-of-force policies did not outline the circumstances in which to use each tool but directed officers to apply force equal to the level of resistance they faced.⁹⁷ This nebulous description of allowed usage afforded officers too much discretion and left them uncertain about when to use a specific means of force, despite the universal acceptance of proportionality.⁹⁸

To guide the use of CEDs, police administrators need to delineate situations for appropriate use within their CED policies, according to PERF.⁹⁹ For example, policies may allow officers to use CED to avoid physical injury or when they cannot defuse the situation with verbal attempts. Although open to some interpretation by officers, these specifics better define when an officer may use a CED. Likewise, officers need to know when not to use CEDs. Given that police work is situational, officers may unintentionally violate organizational policy because they do not know exactly when to use CEDs.¹⁰⁰ By clearly stating the conditions under which CEDs can and cannot be used in frequently occurring scenarios, police departments can better train officers. For example, PERF would prohibit using Tasers against subjects who do not physically resist and allow their use against those who do.¹⁰¹

⁹⁶ Thomas, Collins, and Lovrich.

⁹⁷ Samuel Walker, *Taming the System: The Control of Discretion in Criminal Justice, 1950–1990* (Oxford: Oxford University Press, 1993), <https://www.ojp.gov/ncjrs/virtual-library/abstracts/taming-system-control-discretion-criminal-justice-1950-1990>.

⁹⁸ Walker.

⁹⁹ Thomas, Collins, and Lovrich, “An Analysis of Written Conductive Energy Device Policies.”

¹⁰⁰ William Terrill and Stephen D. Mastrofski, “Situational and Officer-Based Determinants of Police Coercion,” *Justice Quarterly* 19 (2002): 215–48.

¹⁰¹ Thomas, Collins, and Lovrich, “An Analysis of Written Conductive Energy Device Policies.”

Police departments should also use CEDs within “their agency’s use-of-force continuum.”¹⁰² Although the academic focus has shifted toward scenario-based analysis when examining policies, the time-tested and commonly implemented use-of-force continuum still plays an essential role in shaping departmental guidelines.¹⁰³ Furthermore, the need for concrete guidelines about the level of provocation allowing the use of force becomes more urgent as officers have an increasing number of available tools. In the end, adding CEDs to the use-of-force continuum allows law enforcement agencies to specify the acceptable level of resistance that warrants their activation while also promoting alternative force options in appropriate situations.¹⁰⁴

b. Perideployment Guidelines

PERF recommends that subjects receive a verbal warning before a CED is used. The reason for this warning is to ensure the following:

- Informs the resisting subject of an impending shock by a CED, which may also serve as a deterrent to stop resisting;
- Notifies assisting officers so they may avoid being shocked and prepare to restrain the subject after using the CED; and
- Clarifies to the subject and other officers that a CED is about to be used and the situation is not one for using deadly force.

CED exposure may cause adverse health effects for some groups of people at risk.¹⁰⁵ For example, young children are more likely to encounter heart and respiratory issues after CED exposure. Medical research has found that the smaller the body size, the greater the adverse health effects.¹⁰⁶ In addition, with stress on the body from CED use,

¹⁰² Thomas, Collins, and Lovrich.

¹⁰³ Geoffrey P. Alpert and Roger G. Dunham, “Policy and Training Recommendations Related to Police Use of CEDs: Overview of Findings from a Comprehensive National Study,” *Police Quarterly* 13 (2010): 235–59.

¹⁰⁴ Thomas, Collins, and Lovrich, “An Analysis of Written Conductive Energy Device Policies.”

¹⁰⁵ Andrew J. Dennis et al., “Acute Effects of Taser X26 Discharges in a Swine Model,” *Journal of Trauma, Injury, Infection, and Critical Care* 63 (2007): 581–90.

¹⁰⁶ Dennis et al.

the elderly are more susceptible to severe injuries or death due to their frailty and weakened cardiovascular systems.¹⁰⁷ A CED's paralyzing impact can cause expecting mothers to fall, causing miscarriage.¹⁰⁸ Likewise, impaired muscle functions increase the risk to drivers and those on elevated ground.

PERF also advises against combining CEDs with other less-lethal options like pepper spray due to safety risks such as fire hazards.¹⁰⁹ Similarly, it discourages CED use on restrained individuals (e.g., handcuffed or hogtied) since their level of resistance does not justify it.¹¹⁰ Last, PERF states that a suspect's flight is not an adequate reason for using a CED unless the flight poses a public safety threat.

PERF guidelines limit the use of CEDs in several ways to minimize risk. First, only one officer at a scene should deploy a CED on a suspect at any given time because multiple simultaneous uses increase health risks without significantly helping to subdue the individual.¹¹¹ Second, officers should not administer repeated shocks since the continuous or excessive use of CEDs stresses the cardiovascular system and raises the risk of adverse health effects or death.¹¹² Nevertheless, additional shocks are unlikely to subdue suspects if previous ones fail.

c. Postdeployment Guidelines

According to PERF, police departments should have thorough incident reporting and medical protocols for the use of CEDs.¹¹³ With mandatory reporting of each considered

¹⁰⁷ Thomas, Collins, and Lovrich, "An Analysis of Written Conductive Energy Device Policies."

¹⁰⁸ "USA: Excessive and Lethal Force? Amnesty International's Concerns about Death and Ill-Treatment Involving Police Use of Tasers," Amnesty International, March 26, 2011, <https://www.amnestyusa.org/reports/usa-excessive-and-lethal-force-amnesty-internationals-concerns-about-deaths-and-ill-treatment-involving-police-use-of-tasers/>.

¹⁰⁹ "Man Catches Fire after Being Tasered, Tear-Gassed by French Police," ABC 7 Los Angeles, January 12, 2018, <https://abc7.com/police-taser-fire-tear/2932515/>.

¹¹⁰ Robert L. O'Halloran, "Restraint Asphyxiation and Excited Delirium," *American Journal of Forensic Medicine and Pathology* 14 (1993): 289–95.

¹¹¹ Michael D. White and Justin Ready, "Examining Fatal and Nonfatal Incidents Involving the TASER," *Criminology & Public Policy* 8, no. 4 (2009): 865–91, <https://doi.org/10.1111/j.1745-9133.2009.00600.x>.

¹¹² White and Ready.

¹¹³ Thomas, Collins, and Lovrich, "An Analysis of Written Conductive Energy Device Policies."

or actual use, departments can evaluate and oversee usage by individuals within and across the department.¹¹⁴ In addition, PERF stresses the necessity of having detailed medical procedures within each department's use-of-force guidelines. Given that CEDs incapacitate subjects by disrupting their central nervous systems with electrical pulses, the potential for severe health repercussions exists, particularly in individuals with pre-existing conditions or specific vulnerabilities.¹¹⁵ These risks may manifest immediately or several hours following exposure.¹¹⁶ Consequently, PERF advises that anyone subjected to a CED must receive medical treatment and, where feasible, continued health monitoring to preempt severe physiological issues.

3. Results

The following subsections discuss the results of the policies and practices of CED deployment by law enforcement agencies in relation to PERF guidelines.

a. Predeployment

PERF's study revealed that of the 124 police departments surveyed, 70 percent have specialized written use-of-force policies exclusively focused on deploying CEDs. The remaining 30 percent of departments incorporate CED guidelines into a broader use-of-force policy without addressing the unique aspects of electric shock-based tools.¹¹⁷

Of the police agencies with a separate policy, roughly half (48 percent) have omitted CEDs from the use-of-force continuum (n = 64).¹¹⁸ Police departments include differing details in their coverage of appropriate CED use. CED department guidelines present scenarios that show appropriate use. For example, suspects who actively resist or seem likely to become violent are the only ones whose behavior warrant CED use to one

¹¹⁴ Thomas, Collins, and Lovrich.

¹¹⁵ James R. Jauchem, "Deaths in Custody: Are Some Due to Electronic Control Devices (Including Taser Devices) or Excited Delirium?," *Journal of Forensic and Legal Medicine* 17 (2010): 1–7.

¹¹⁶ Amnesty International, "USA: Excessive and Lethal Force?"

¹¹⁷ Thomas, Collins, and Lovrich, "An Analysis of Written Conductive Energy Device Policies."

¹¹⁸ Thomas, Collins, and Lovrich.

police agency.¹¹⁹ CEDs are appropriate “when lesser control methods” are likely to fail, according to another agency providing more detailed guidelines.¹²⁰ This instance includes situations when the subject evades the officer’s control efforts and when other techniques such as takedowns fall short.

In contrast, some agencies offer vague guidance about the proper use of CEDs, advising officers to exercise “reasonable judgment” but failing to provide concrete examples.¹²¹ In addition, 73 percent of departments have a CED policy, and 71 of them have comprehensive guidelines.¹²² Policies reflect significant variation because few departments outline specific circumstances that prohibit use.¹²³ Suspects who take no aggressive action nor verbally object do not meet some departments’ criteria for allowing CED use. Of 87 departments with a CED-specific policy, 56 percent cover improper use of CEDs whereas 40 percent do not.¹²⁴

b. Perideployment

Regarding the moments before and during the deployment of CEDs, most police departments follow guidelines like PERF’s. Notably, 60 percent of police agencies have stated that CED use applies only to individuals “who are actively resisting,” and their use-of-force guidelines for CEDs reflect it.¹²⁵ Furthermore, among departments with specialized CED policies, 77 percent mandate that officers give a verbal warning to subjects, if feasible, before deploying the device. However, only 19 percent of all departments restrict multiple officers from using CEDs at the same time, and about two-thirds set a limit on the number of shocks allowed. On the other hand, 49 percent of departments with a CED-specific policy delimit the use of the device near flammable materials or prohibit its use along with pepper spray, but nearly all of them (99 percent)

¹¹⁹ Thomas, Collins, and Lovrich.

¹²⁰ Thomas, Collins, and Lovrich.

¹²¹ Thomas, Collins, and Lovrich.

¹²² Thomas, Collins, and Lovrich.

¹²³ Thomas, Collins, and Lovrich.

¹²⁴ Thomas, Collins, and Lovrich.

¹²⁵ Thomas, Collins, and Lovrich.

comply with PERF guidelines.¹²⁶ Only 18 percent of departments prohibit CED use on fleeing suspects, and 61 percent disallow its use on individuals who are restrained.

c. Postdeployment

After using CEDs, PERF guidelines mandate medical follow-up and incident reporting. When suspects require medical attention—for example, they exhibit worrisome symptoms, need medical supervision, or require that an embedded Taser be removed—most departments offer specific medical protocols. A high percentage, 86 percent, specify a reporting protocol for officers after using a CED, and 85 percent require that a use-of-force report be filed.¹²⁷ In addition, most department policies include medical procedures like steps for probe removal, symptoms of adverse reactions, monitoring duration, and situations warranting specialized medical attention. PERF recommends that all individuals subjected to CED deployment receive medical attention from trained professionals despite the limited scientific knowledge about CEDs’ adverse effects. While some make it a requirement only for at-risk groups, such as the elderly or pregnant women, only 54 percent in the study mandate medical assessment for all suspects shocked by CEDs.¹²⁸

4. Analysis

The purpose of PERF’s guidelines for CEDs was to establish uniformity in their use to improve their effectiveness and reduce negative outcomes. Most police departments, approximately 70 percent, have a specific CED use-of-force policy, which is encouraging; however, the guidelines, their interpretation, and their implementation vary significantly nationwide. Moreover, the study found that vulnerable populations are not protected from CED use. While only 71 percent of departments ban CED use on small children and 66 percent on the elderly, 90 percent of departments with a CED-specific policy restrict its use on pregnant women.¹²⁹ However, a more significant proportion, 86 percent, prohibit

¹²⁶ Thomas, Collins, and Lovrich.

¹²⁷ Thomas, Collins, and Lovrich.

¹²⁸ Thomas, Collins, and Lovrich.

¹²⁹ Thomas, Collins, and Lovrich.

its use with other at-risk individuals, such as those “operating motor vehicles” or in high places, where falls could result in severe injury.

Another challenge facing PERF’s guidelines involves conditions when CEDs may or may not be used. In the streets, officers make split-second decisions during stressful encounters. For example, during a foot pursuit at night, an officer cannot know whether flammable materials are present, whether the individual is of a certain age, or even whether an individual is pregnant. While PERF’s policies can dictate best practices, they cannot account for the chaos and unpredictability inherent in real-world scenarios.

5. Summary

The use of CEDs does address the research question of how law enforcement can effectively control unarmed but actively resisting subjects lawfully. However, there appears to be a diverse landscape of practices and guidelines among police agencies. While most of these departments align with PERF’s recommendations to some extent, especially in requiring active resistance before deploying a CED, substantial gaps remain. These gaps—such as simultaneous deployments by multiple officers, extended cycles, the amount of training, verbal warnings, and medical attention—pose significant risks, particularly to vulnerable populations and in situations where the risks of CED use are heightened. In addition, the optics of seeing a person convulse and spasm from 50,000 volts streaming through one’s body do not address the lawful-but-awful challenge.¹³⁰ Indeed, CEDs have their place in policing but should not be solely relied upon. Perhaps, human-contained alternatives could be used to complement this equipment.

C. VERBAL JUDO

Is there anything I can say or do at this time to earn your cooperation?
I’d sure like to think there is.

—George J. Thompson and Jerry B. Jenkins, *Verbal Judo*.¹³¹

¹³⁰ American Civil Liberties Union of Northern California, *Stun Gun Fallacy*.

¹³¹ George J. Thompson and Jerry B. Jenkins, *Verbal Judo: The Gentle Art of Persuasion* (New York: HarperCollins, 2013), 88.

Verbal judo, developed in the 1980s by George J. Thompson, has aided law enforcement in de-escalating potentially violent situations.¹³² Used by law enforcement officers and other professionals, verbal judo is a method of conflict resolution through effective communication to manage confrontations and conflicts calmly and safely. Thompson, a former police officer, developed verbal judo based on his experiences in the field and his study of martial arts, particularly the philosophy of judo.¹³³ The goal of verbal judo is to use words and communication techniques as a means of defending oneself and redirecting the energy of the conflict, much like the physical martial art of judo, where an opponent is taken off balance and his force diverted elsewhere.¹³⁴ Verbal judo aims to establish rapport, generate voluntary compliance, and diffuse potentially dangerous situations without resorting to physical force.¹³⁵ This case study discusses the effectiveness of verbal judo in de-escalating potentially violent encounters, building on the findings of Keathley's 2012 work.¹³⁶ The results indicate that consistent training and repeated practice are essential for police officers to internalize communication strategies for their instinctual application in high-stress situations.¹³⁷ Again, this repetition is akin to the continuous practice for proficiency in physical judo or jiu-jitsu.

1. The Need

While physical tactics like BJJ and technological advancements like CEDs provide a means of controlling unarmed subjects, law enforcement also needs non-physical methods of compliance and de-escalation. The principles of verbal judo suggest that employing communication tactics can help prevent conflict escalation and the unnecessary use of force. Gaining compliance from resisting subjects without using physical force

¹³² Thompson and Jenkins.

¹³³ Thompson and Jenkins.

¹³⁴ "Kuzushi—The Principle of Off-Balancing in Martial Arts," Impulse Martial Arts, July 6, 2021, <https://impulsemartialarts.com/kuzushi-the-principle-of-off-balancing/>.

¹³⁵ Thompson and Jenkins, *Verbal Judo*, 211.

¹³⁶ Lorna F. Keathley, "Law Enforcement, Communication Training & Verbal Judo" (master's thesis, University of Tennessee, Knoxville, 2012), <https://verbaljudo.com/wp-content/uploads/2020/08/Law-Enforcement-Communication-Training-Verbal-Judo.pdf>.

¹³⁷ Keathley.

would satisfy the lawful-but-awful challenge and the need for control without injury that police officers must face.

2. Elements

The goal of verbal judo is to gain compliance. Scholars define compliance-gaining as the process of inducing a change in an individual's behavior to align with the officer's request or directive within a specific context.¹³⁸ In addition, verbal judo's cultural behaviors serve as essential tools for "behavioral persuasion during compliance-gaining situations."¹³⁹ Verbal judo classifies subjects into three categories—nice, difficult, and wimp—which officers use to create adaptive strategies.¹⁴⁰

a. Nice, Difficult, or Wimp

According to Thompson, police officers encounter three types of people: nice, difficult, and wimp.¹⁴¹ Nice individuals readily comply with an officer's initial request, cooperating without questioning. They may respect an officer's power and authority or admire law enforcement in general. For example, when such a driver is stopped for speeding, she is polite and cooperative and admits she was speeding. Since the person is already cooperative, the focus for verbal judo would be to maintain a good rapport and ensure she abides by the law in the future.

Difficult people are argumentative, like to challenge authority, and are concerned primarily with how the situation will benefit them.¹⁴² For instance, if such a driver is stopped for speeding, he will likely start with "why" questions. "Why did you stop me?" "Why do I need to show you my driver's license?" "Why do I have to sign the ticket?" Through verbal judo, an officer would explain the benefits of compliance and acknowledge these why questions: "Sir, you were stopped because you were driving 15 miles over the

¹³⁸ Keathley.

¹³⁹ Keathley, 6.

¹⁴⁰ Thompson and Jenkins, *Verbal Judo*.

¹⁴¹ Thompson and Jenkins.

¹⁴² Thompson and Jenkins.

speed limit in this school zone where children play.” “Signing the ticket is not admitting any guilt or wrongdoing on your part but merely acknowledging you are the person receiving the citation, which is why you had to provide your driver’s license.” Hence, by addressing the concerns and benefits of the resisting person, verbal judo can aid in de-escalating a tense situation and gain the person’s compliance.¹⁴³ In the framework of this thesis, the violent offender who wants to fight or escape falls under this category; however, there are additional elements of verbal judo to address these types of people, as discussed in later subsections.¹⁴⁴

Wimps are difficult people in the guise of nice people.¹⁴⁵ They are backstabbers and want revenge, filing lawsuits and hiring attorneys to fight for them. Wimps do not like authority and hate being told what to do, but they lack the courage to challenge an officer.¹⁴⁶ For instance, if such a person is pulled over for speeding, the driver is overly polite and agrees with everything the officer says but with a tone and demeanor that seems insincere. In the context of this thesis, violent criminals may feign being wimps to lower the officer’s guard and then attack.¹⁴⁷ However, through verbal judo, the nuances of the subject’s speech and body language may help the officer detect deception.¹⁴⁸ Indeed, in each of these categories, verbal judo techniques are adapted to suit the disposition of the individual encountered, thereby increasing the likelihood of a positive outcome.

b. SAFER

Verbal judo acknowledges that words do not always work, and other actions must be taken. Security, attack, flight, excessive repetition, and revised priorities (SAFER) represent a verbal judo tactic for physical action when communication fails.¹⁴⁹ *Security* entails the protection of the officer, subject, bystanders, and property under the officer’s

¹⁴³ Thompson and Jenkins.

¹⁴⁴ Keathley, “Law Enforcement, Communication Training & Verbal Judo.”

¹⁴⁵ Thompson and Jenkins, *Verbal Judo*.

¹⁴⁶ Thompson and Jenkins.

¹⁴⁷ Keathley, “Law Enforcement, Communication Training & Verbal Judo.”

¹⁴⁸ Thompson and Jenkins, *Verbal Judo*.

¹⁴⁹ Thompson and Jenkins, 206.

control. For example, if an officer stops a driver for a broken taillight and the driver steps out onto a busy freeway, the officer may yell at the driver and order him back into the vehicle for his safety. When under *attack*, officers cannot explain why or give options; they must act and give orders. For example, an officer stops a driver for speeding, but before he can explain the reason for the stop, the driver steps out with a crowbar and charges him. The officer may draw his firearm and demand that the driver stop and drop the crowbar. When an individual *flees*, officers may need to chase and physically stop him from running. *Excessive repetition* is when the officer has exhausted all verbal bases for compliance, but the subject still does not comply. For instance, an individual who is heavily intoxicated may not respond to verbal requests, so the officer must physically direct the person. Finally, *revised priorities* involve the officer's redirecting attention when speaking because something unexpected requires immediate action. For example, if an officer is speaking with an individual on a sidewalk but then sees an out-of-control vehicle about to hit the person, the officer may order the person to move or pull him out of the way. To sum up, SAFER is a set of tactical considerations in verbal judo that guide officers in transitioning from verbal to physical force when communication for compliance has failed or is abruptly interrupted.

c. Five-Step Hard Style

According to Thompson and Jenkins, persuasion—generating voluntary compliance—is the essence of verbal judo.¹⁵⁰ At the heart of persuasion is the following five-step hard style model of appeals.¹⁵¹

1. Ethical appeal: To *ask* means making a polite and respectful request. An officer's tone of voice when asking also affects compliance.¹⁵² For example, if an officer stops a vehicle at 3:00 a.m. for running a stop sign and sees a whiskey bottle near the driver's leg, the officer might ask, "Sir, would you please step out of the vehicle?"

¹⁵⁰ Thompson and Jenkins, 85.

¹⁵¹ Thompson and Jenkins, 85.

¹⁵² Thompson and Jenkins, 155.

2. Reasonable appeal: If the driver does not comply, the officer uses *context*, providing reasons for asking a person to do something. According to Thompson, “One of the greatest psychological urges in this country is the desire to know.”¹⁵³ For example, an officer might say, “Sir, there’s a whiskey bottle near your foot. I am required by department policy to enter your vehicle to examine the bottle. For your safety and mine, sir, I have to ask you to step out. Would you do that for me?”
3. Personal appeal: The next level presents the resistant person with *options*. The personal appeal tends to work best for difficult people because they often are selfish.¹⁵⁴ This appeal achieves compliance in terms of what the subject has to gain or lose. For example, “Sir, I need you to step out of the vehicle, so I can check that bottle. That way, you can go home, sleep in your own bed, and go to work tomorrow. I’d like to think you want to do that, sir. But the law gives you another option: you can get arrested, go to jail, and sleep in a cold cell, and have your car towed. Now, I don’t see any need for that.”
4. Practical appeal: Finally, if the subject still refuses to cooperate, the officer then *confirms* the subject’s resistance and the consequences of the choice. Thompson suggests using one final well-known question among police officers: “Is there anything I can say or do at this time to earn your cooperation?”¹⁵⁵ This question also warns other officers present that Step 5 is next.
5. Determination of appropriate action: This step involves the *application* of physical force.

¹⁵³ Thompson and Jenkins, 86.

¹⁵⁴ Thompson and Jenkins.

¹⁵⁵ Thompson and Jenkins, 88.

To sum up, this model serves as a roadmap for law enforcement officers in managing unarmed but resisting subjects. The structured approach ensures that officers exhaust all available communication strategies before resorting to force.

d. LEAPS

To gain voluntary compliance from uncooperative people, Thompson and Jenkins have identified five tools—listening, empathy, asking, paraphrasing, and summarizing (LEAPS)—for officers to communicate with anyone.¹⁵⁶ Each tool is distinct and can be used in any order. *Listening* is one tool; however, the subject must perceive that the officer is listening carefully. Conflict may arise if the subject senses the officer does not care or is uninterested.¹⁵⁷ Officers use *empathy* to understand subjects but not necessarily agree with them. *Asking* subjects pertinent questions like what is bothering them shows interest in their situation. *Paraphrasing* addresses the subject’s complaints in the officer’s own words, showing that the officer is trying to understand the subject’s problem. Finally, *summarizing* condenses everything discussed into a simple, concise statement. Hence, this communication strategy serves as a potent de-escalation tool, allowing police officers to connect with subjects on a psychological level to gain voluntary compliance and, thus, minimize the need for physical force.

3. Results

The goal of Keathley’s study was to determine the effectiveness of verbal judo in preventing conflict, such as physical force, within the compliance-gaining context.¹⁵⁸ The study surveyed over 6,000 law enforcement officers, verbal judo instructors, and verbal judo students.¹⁵⁹ Subjects were presented with various questions regarding the effectiveness of verbal judo techniques in dealing with conflicts they encountered on the job. All who responded affirmed that the application of verbal judo significantly helped

¹⁵⁶ Thompson and Jenkins, 153.

¹⁵⁷ Thompson and Jenkins, 154.

¹⁵⁸ Keathley, “Law Enforcement, Communication Training & Verbal Judo.”

¹⁵⁹ Keathley, 32.

them resolve conflict within the workplace.¹⁶⁰ In addition, 11 interviews were conducted exploring similar questions. Of the 11 subjects interviewed, one participant expressed not believing in verbal judo's effectiveness: "Verbal Judo is a preplanned framework for situations when not all situations are the same."¹⁶¹ On the other hand, the remaining participants believed the verbal judo techniques they had learned assisted them in diminishing conflict and gaining compliance. Several credited the LEAPS concept, mainly empathizing and giving people options, with significantly reducing conflict, with not only the public but also coworkers.¹⁶² Similarly, SAFER and the five-step hard style were mentioned as methods for de-escalating and persuading without resorting to physical force.¹⁶³

4. Analysis

The consistent repetition of strategic verbal judo techniques by officers, accompanied by congruent non-verbal cues, plays a significant role in reducing conflict and preventing its escalation during interactions aimed at obtaining compliance from resistant individuals. Effective communication is a perishable skill that must be practiced routinely.¹⁶⁴ The verbal judo practitioner must also believe the strategies will work. Indeed, having buy-in for the techniques is crucial as it affects the practitioner's tone—an essential part of verbal judo.¹⁶⁵ Although verbal judo is beneficial in many situations, it may not be effective with cognitively impaired or mentally ill individuals.¹⁶⁶ Additionally, while SAFER and the five-step hard style acknowledge law enforcement's inevitable necessity for physical force, verbal judo offers minimal guidance beyond that point.

¹⁶⁰ Keathley.

¹⁶¹ Keathley, 37. The principles of verbal judo prescribe that each officer incorporates the framework into his daily routine, which this interviewee did not do. For verbal judo techniques to work, there must be buy-in.

¹⁶² Keathley, 51.

¹⁶³ Keathley.

¹⁶⁴ Thompson and Jenkins, *Verbal Judo*.

¹⁶⁵ Thompson and Jenkins.

¹⁶⁶ Keathley, "Law Enforcement, Communication Training & Verbal Judo."

5. Summary

In sum, verbal judo provides a compelling answer to the research question of this thesis concerning law enforcement's effective control of unarmed but resisting subjects. It offers a communication-centered approach that addresses the lawful-but-awful discourse, directed toward control without injury. However, verbal judo is not a panacea and has limitations. Officers inevitably encounter situations where verbal de-escalation methods fall short, necessitating the use of physical force. According to Thompson and Jenkins, 97 percent of police work is oral interaction.¹⁶⁷ This observation means that the remaining 3 percent involves physical interaction. Although this interaction may be low in frequency, it cannot be ignored, as it might represent an officer's or subject's getting injured or killed.

D. CONCLUSION

The case studies on BJJ, CEDs, and verbal judo reveal essential similarities in how law enforcement can efficaciously control unarmed but non-compliant individuals. All three methods aim to tackle the police dilemma of controlling without injuring and avoiding the lawful-but-awful challenge. Given these parameters, verbal judo is the most effective method of the three force options because it gains compliance through verbal interactions alone, without the use of physical force. However, verbal judo has its limitations when physical intervention becomes inevitable. CEDs, although effective, face public perception issues due to the unsettling visual of a person twitching and convulsing, which can erode public trust in law enforcement. Meanwhile, Jiu-jitsu attempts to control subjects through balance and leverage rather than strikes and punches. With BJJ, the ability to control someone physically is human contained and does not rely on external equipment. Notably, BJJ is the only method of the three not widely mandated for proficiency among law enforcement agencies.

¹⁶⁷ Thompson and Jenkins, *Verbal Judo*, 47.

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III. SHARED CHALLENGES, SHARED SOLUTIONS: CONVERSATIONS WITH PROFESSIONALS ON MANAGING ACTIVE RESISTANCE

In the challenging and often unpredictable realm of first responders, the ability to function effectively under stress is paramount. How are first responders expected to control another person if they cannot control themselves? To facilitate greater insight into the research question, I interviewed select professionals from diverse backgrounds, including experts in control tactics, firefighting, and psychiatry. This chapter provides unique insights into each professional's strategies and techniques for maintaining peak performance under pressure. Similarities and differences between each professional's methods are examined, focusing on the practical application of their approaches. The goal is to identify universal principles that can be harnessed to help first responders thrive in high-stress scenarios across various domains.

A. FORMER UNDERSHERIFF, VENTURA COUNTY SHERIFF'S DEPARTMENT

A 33-year veteran of the Ventura County Sheriff's Department (VCSD), C. H. brings a wealth of knowledge and experience to the law enforcement field. C. H.'s professional assignments varied widely, spanning patrol, drug enforcement, training, control tactics, and eventually administration as undersheriff. C. H.'s fascination with biomechanics and the efficiency of human body movements first sprouted during his time as a professional baseball player. This curiosity led him to focus on kinesiology and anatomy in college; however, it was not until after he joined the VCSD that C. H. recognized a disconcerting gap in the training provided to new deputies. Despite the law enforcement training academy's theoretical teachings, many field training officers were quick to dismiss this instruction, instead imparting their own view on "how it really worked in the street."

The disjointed message that recruits received between theory and practice bred confusion among new deputies and inspired C. H. to seek more practical and useful training methods for law enforcement. This quest led C. H. to delve into the martial arts of kenpo

and BJJ, with the latter part of his life for 35 years under the guidance of Rickson Gracie.¹⁶⁸ Rickson, a legendary figure in the world of BJJ and mixed martial arts, defeated opponents through control and submission rather than by beating them into a bloody pulp.¹⁶⁹ Gracie's family, the Gracie Clan, is known for significant contributions to BJJ worldwide, focusing on defensive tactics ideal for law enforcement.¹⁷⁰ In 2014, Gracie founded the Jiu-Jitsu Global Federation, emphasizing the self-defense principles of BJJ over its competitive aspects.¹⁷¹ According to Gracie, the jiu-jitsu he learned was meant to protect oneself from someone bigger and stronger, not to win medals and trophies.¹⁷² Indeed, these principles align well with the law enforcement goal of control without excessive force.

Although a black belt holder in both BJJ and Kenpo, C. H. deeply appreciates the psychological and emotional aspects BJJ brings to law enforcement training. C. H. argues that understanding interactions between individuals and physical control are fundamental elements of BJJ for law enforcement training. These foundational aspects include proper breathing, which sets an internal emotional and psychological climate.¹⁷³ In addition, learning about base and connection involves dealing with oncoming force by correctly aligning one's body and using the right angles to withstand and deflect that force.¹⁷⁴

Another significant aspect, according to C. H., is the practice of daily visualization. C. H. notes that visualizing scenarios that an officer might encounter while on duty can help eliminate hesitation and instill a level of calmness. Visualization, which involves asking oneself questions such as "What am I going to do if . . .," prepares officers to be proactive rather than reactive, better equipping them to intercept and deflect a suspect's aggression. C. H. insists that even a few minutes of visualization before the start of a shift

¹⁶⁸ Rickson Gracie, *Breathe: A Life in Flow* (New York: HarperCollins, 2021).

¹⁶⁹ "Rickson Gracie," Sherdog, accessed July 24, 2023, <https://www.sherdog.com/fighter/Rickson-Gracie-292>.

¹⁷⁰ Gracie University, "Gracie Survival Tactics."

¹⁷¹ "Home Page," Jiu Jitsu Global Federation, accessed July 18, 2023, <https://jjgf.com/>.

¹⁷² Gracie, *Breathe: A Life in Flow*.

¹⁷³ C. H., former undersheriff, Ventura County Sheriff's Department, personal communication, April 10, 2023. According to C. H., proper breathing prevents the onset of panic.

¹⁷⁴ "Rickson Gracie, JJGF and War Tribe Presents the Self.Defense.Unit," Jiu Jitsu Global Federation, accessed August 19, 2023, <https://jjgf.com/selfdefenseunit>.

can make a crucial difference, fostering a state of “infectious calm” and enabling smoother responses until a situation is resolved. The concept of infectious calm suggests that when individuals project a state of tranquility, especially in high-stress situations, it can significantly influence those around them. In the context of law enforcement, an officer projecting calm during a potentially escalating scenario can have a de-escalating effect on the situation. This calm demeanor can be cultivated through the fundamentals of jiu-jitsu and other mindfulness practices like controlled breathing, which help officers maintain clarity and control and communicate non-aggressiveness to the individuals they interact with. Over time, officers with this level of calm and control can influence their peers, creating a ripple effect or infectious calm within their department. This mental preparedness through visualization can lead to a broader shift in how officers handle stress and conflict, promoting nonviolent conflict resolution strategies and potentially transforming departmental culture.

Regarding advice for new officers, C. H. strongly advocates continued physical training, emphasizing the importance of learning how to restrain, control, and lock rather than resorting to punching and kicking. C. H.’s vision for officer training embraces a higher form of martial arts that equips officers with the skills to control a suspect without causing injury or death to either party. According to C. H., new officers should be taught the fundamentals of jiu-jitsu from day one at the academy, focusing on the goal of control without injury. He also emphasizes the importance of preparing recruits to handle the stress that inevitably comes with the job. Without proper stress-management tools, officers can fall into a state of constant agitation, leading to declining job performance, inappropriate interactions with the public, and negative impacts on their personal lives. Breathing and visualization are tools C. H. advocates for coping with stress. During the interview, C. H. emphasized the value of visualization and jiu-jitsu’s fundamentals, such as breathing, base, and connection, in strengthening law enforcement agencies. With the psychological toll and public scrutiny of police work contributing to high attrition rates, these tools were presented as vital for alleviating these pressures. The training, according to C. H., applies to all ranks within the force, from frontline officers to executives. Its benefits include creating more effective leaders capable of enhanced decision-making, managing

challenging interactions, and navigating political pressures. C. H. asserts that the ultimate aim of the training is to foster physical and psychological solidity that focuses on maintaining calmness and readiness instead of projecting aggressiveness, especially in potentially violent situations.

Visualizations at the end of the day are also critical, not only for reviewing actions and areas for improvement but also for transitioning from the officer role to one's off-duty life. These visualization practices should be complemented with a gratitude exercise, as C. H. believes that giving thanks, whether to a deity or a creator, for a successful day can be therapeutic. Such mindfulness practices, if done for just five to ten minutes daily, can significantly help with managing stress levels rather than masking them with substances like alcohol or drugs.¹⁷⁵ According to C. H., these cost-effective strategies empower law enforcement officers and foster a healthier approach to stress management and job performance.

C. H. talks extensively about the importance of understanding and regulating one's breathing in managing stress and performance under pressure. This breathing can control a person's autonomic nervous system, which includes the sympathetic and parasympathetic systems. The sympathetic nervous system is often referred to as the "fight-or-flight" system. It is activated during periods of stress or danger, resulting in increased heart rate, adrenaline release, and heightened alertness. Conversely, the parasympathetic nervous system, or the "rest and digest" system, promotes relaxation, digestion, and regeneration. One way to manage these systems is through controlled breathing. According to C. H., if one's inhale is longer than one's exhale, one eventually triggers a sympathetic response, thus leading to alertness.¹⁷⁶ However, such a response cannot be sustained for long periods, as it consumes the body's energy and may lead to its shutting down or causing panic. On the other hand, if one's exhale is longer than one's inhale, the parasympathetic response is

¹⁷⁵ Mindfulness practices are a series of mental exercises and techniques, including meditation, breathing, and visualization, that focus on being fully present and engaged in the moment, without distraction. These practices have been shown to relax the body and mind and help reduce stress.

¹⁷⁶ "Differences between Sympathetic and Parasympathetic Nervous System," BYJU's, accessed July 28, 2023, <https://byjus.com/biology/difference-between-sympathetic-and-parasympathetic/>.

engaged, leading to a calmer, more relaxed state.¹⁷⁷ C. H. suggests that this knowledge is particularly vital during physically or psychologically stressful situations, such as a law enforcement officer's confrontation with a suspect. By controlling their breathing, officers can maintain calm and clarity of thought, enabling them to act more effectively. This type of breathing also helps officers prevent rapid fatigue, allowing them to perform better for longer periods. Hence, C. H. asserts, this knowledge of sympathetic and parasympathetic systems and the ability to control them through breathing should be a crucial component of law enforcement training, starting from the first day at the academy.

Controlled breathing can also become a stress inoculator to mitigate the potential for post-traumatic stress disorder (PTSD) in law enforcement officers. Similarly, C. H. recommends teaching stress inoculation techniques to new officers at the beginning of their training in the academy. The idea is to gradually expose trainees to stress while equipping them with tools to manage it, as with the development of public-speaking skills. C. H. laments that current law enforcement training often puts new officers in stressful situations without teaching them how to cope. This inability to cope is then taken with the officer into the field and results in PTSD over time. If given a chance to oversee training in a police academy, C. H. would devote a significant portion of time every day to developing these skills—starting with proper breathing and then gradually adding visualization and physical elements. In doing so, law enforcement officers would be fully equipped to handle the pressures of their roles.

C. H. asserts that agencies often give precedence to firearms training (through time and funding) due to the high risks associated with shooting incidents. Notably, however, the most frequent threats officers encounter on a daily basis—such as traffic stops and calls for service—typically do not involve shootings. Instead, these situations commonly escalate into unarmed physical altercations. Therefore, equipping officers with appropriate training for these more frequent, non-shooting situations is equally important. Thus, C. H. contends there needs to be a realistic balance in training.

¹⁷⁷ David A. Grossman, *On Combat: The Psychology and Physiology of Deadly Conflict in War and Peace* (New York: Open Road Media, 2008).

A common misconception is that techniques like visualization and meditation, often considered “soft skills,” are less valuable.¹⁷⁸ Jiu-jitsu, for instance, brings a balance between aggressive and passive individuals, teaching them to breathe properly and use their bodies effectively in various situations. These techniques are critical for managing stress responses and should not be underestimated. Unfortunately, these skills are often undervalued or overlooked in traditional law enforcement training, perceived as “weird” or unimportant compared to more physical, combative skills. However, as C. H. emphasized in the interview, these so-called soft skills, initially designed for warriors heading into combat, can significantly enhance an officer’s ability to handle stressful encounters and should be given emphasis in training programs.

During the interview, C. H. commented on de-escalation. The practice of de-escalation or verbal judo training is a vital skill in law enforcement. It provides the necessary tools for officers to diffuse potentially dangerous situations, reducing the likelihood of physical altercations. However, its effectiveness relies not only on the words spoken but also on the manner in which they are delivered. The ability to remain calm and collected during high-stress interactions is pivotal. Herein lies the value of the principles of jiu-jitsu. By reinforcing the fundamentals of breathing, base, and connection, officers can manage their emotional responses, project a composed demeanor, and convey their messages more effectively during tense encounters. This combination of verbal and non-verbal communication strategies significantly enhances the potential for successful de-escalation.

In the context of the interview with C. H., there was a discussion about the limitations of less-than-lethal equipment like Tasers, batons, and pepper spray. C. H. contends that while these tools have their place in law enforcement, they are not always effective. For instance, a person under the influence of drugs may not respond as expected to pepper spray or a Taser. Additionally, some individuals, especially those with a criminal background, may have trained themselves to counter these devices. An example given was that of a seasoned criminal who has learned to roll forward when tased to rip out the probes,

¹⁷⁸ Elizabeth A. Stanley, *Widen the Window: Training Your Brain and Body to Thrive during Stress and Recover from Trauma* (New York: Avery, 2019).

effectively neutralizing the device. This discussion underlined the importance of equipping officers with alternative skills and tactics to handle such situations when these less-than-lethal options fail. The ability to stay calm, maintain control, and apply jiu-jitsu fundamentals—such as maintaining balance, controlling breathing, and utilizing body movement effectively—can provide officers with effective options to handle potentially violent encounters. Training in these techniques offers a significant advantage in managing physical confrontations when less-lethal devices are not successful.

Ultimately, C. H. advocates a transformation in the training methods used in law enforcement and a holistic and balanced approach that accounts for both physical and psychological elements. C. H. believes in the power of martial arts, specifically jiu-jitsu, and the underlying fundamentals of breathing, base, and connection to foster resilience, control, and an effective response during stressful situations. The “solid” presence cultivated from this training not only empowers officers to physically handle confrontations but also develops their psychological strength, thus improving decision-making and leadership skills. Furthermore, C. H. highlights the importance of visualization, arguing that it is not merely a soft skill but an essential tool for performance optimization in extreme situations. C. H. challenges the conventional wisdom that overemphasizes firearms training, instead advocating a more balanced approach that equips officers with the skills to handle their daily interactions, which more frequently lead to physical altercations than shootings. C. H. believes in the middle path when it comes to martial arts, stating that jiu-jitsu can help both aggressive and passive types find their balance. C. H. also stresses that while equipment like Tasers and pepper sprays have their place, they do not always work, thereby reinforcing the need for effective hands-on training. In essence, C. H. calls for a comprehensive and balanced approach to law enforcement training that is deeply rooted in the principles of martial arts, psychological fortitude, and stress management, all of which C. H. believes could lead to better outcomes in law enforcement’s day-to-day interactions with the community.

B. SERGEANT, VENTURA COUNTY SHERIFF'S DEPARTMENT

With a professional tenure spanning 23 years, J. L. has emerged as a seasoned expert in control tactics, having specialized in use-of-force and defensive tactics training. J. L. emphatically asserts that the most glaring deficiency within the department has been the lack of adequate training time. According to POST guidelines, post-academy deputies must receive only four hours of defensive tactics training biennially, a standard he describes as “woefully inadequate.”¹⁷⁹ J. L. laments that budgetary constraints often take precedence over training needs, resulting in an unfortunate prioritization of cost-effectiveness over proficiency. According to J. L., non-lethal approaches require constant training and repetition for officers to gain proficiency. J. L. asserts that inadequate training may hinder officers' ability to effectively employ these methods and could lead to greater reliance on more forceful tactics.

Despite these observations, according to J. L., the VCSD manages to offer its deputies twice the state's minimum training standard—a commendable eight hours biennially—yet it is still deficient. J. L. broke down the eight-hour training schedule, detailing components such as a 1.5-hour case law update, a half-day of takedowns and de-escalation training, and a half-day dedicated to ground control. J. L. further explains that de-escalation training is based on the Force Science model, which emphasizes humanizing both the officer and the subject to build rapport and establish control.¹⁸⁰ While this philosophy might minimize violent encounters, J. L. suggests the department should integrate more frequent, hands-on training to build an officer's proficiency and composure during physical altercations, which are more common than officer-involved shootings.

J. L. also addresses the department's shift to force option simulators for use-of-force training following POST's prohibition of firearms instruction substitutions. Coupled with bi-monthly firearms qualification at the range, J. L. argues, the current training regime still falls short of ensuring officer proficiency in handling use-of-force incidents. In J. L.'s view, officers should dedicate more time to mastering defensive tactics over firearms,

¹⁷⁹ Commission on Peace Officer Standards and Training, “Training and Testing Specifications.”

¹⁸⁰ “Home Page,” Force Science, accessed July 5, 2023, <https://www.forcescience.com/>.

given the greater likelihood of engaging in physical altercations. J. L. attributes this historical focus on firearms training to liability concerns and a perceived greater risk to bystanders.

Proposing a pragmatic solution, J. L. suggests that implementing four hours of weekly defensive tactics training would help officers attain proficiency in handling physical confrontations and non-lethal interventions. Achieving this higher level of skill requires consistent practice and repetition, which J. L. believes could significantly enhance officers' performance in real-life situations. However, this increase in training hours would necessitate additional personnel, as officers would need to be replaced on their regular duties during the extended training time. Furthermore, it would require investment in paid training time, a consideration that adds complexity to implementing this solution. In addition, J. L. emphasizes the need to overcome resistance from personnel unenthusiastic about the increased training commitment. With more buy-in, increased defensive tactics training could be more readily adopted and beneficial.

When asked why J. L. favored more hands-on training as opposed to de-escalation or less-than-lethal options, he stated that remaining calm and using minimal force during physical altercations was more challenging to master. Regular hands-on training, J. L. believes, would grant officers familiarity with physical confrontations, thus fostering a calm demeanor and the controlled use of force.

As for managing unarmed but actively resisting subjects, J. L. revealed that the VCSD implements distinct policies for all use of force, non-deadly use of force, and CEDs, all echoing case law requirements. The VCSD collaborates with LEXIPOL, a company that formulates policies grounded in case law to ensure the use of force remains reasonable under all circumstances.¹⁸¹

With unlimited resources, J. L. would double the defensive tactics training hours from 60 to 120 and triple the use-of-force training hours in the academy from 20 to 60. J. L. would further mandate four hours of weekly defensive tactics training, recommending

¹⁸¹ "Home Page," LEXIPOL, accessed October 30, 2023, <https://www.lexipol.com/>.

jiu-jitsu as the preferred method due to its non-injurious nature, efficacy in both ground and standing positions, and less aggressive appearance on video.

This enlightening conversation with J. L. reveals the complex equilibrium that must be struck between the practical limitations faced by law enforcement agencies and the imperative for comprehensive, regular training. Such training is vital for equipping officers with the skills to use force judiciously and effectively in high-stress scenarios. The conversation also highlights the pressing necessity to realign law enforcement training methodologies with the day-to-day challenges that officers encounter.

C. FORMER DEPUTY, SANTA BARBARA COUNTY SHERIFF'S DEPARTMENT

G. F., a retired deputy from the Santa Barbara County Sheriff's Department (SBSD) with an extensive background in martial arts, emphasized the critical role of understanding and applying principles over choreographed techniques in managing and controlling situations during an interview on April 4, 2023.

G. F. began his martial arts journey in 1977 with American Kenpo under the instruction of Rick Avery, Ed Parker, and Michael Pick. G. F. noted the significant influence of their military backgrounds on their teaching approach. In particular, Pick's Marine Corps experience and training of special forces shaped the teaching toward a combative system over a competitive one.¹⁸² This combative approach, G. F. stated, highlights the difference between an opponent (one's competition for a trophy) and a combatant (an individual trying to take one's life). G. F. recounted how his journey to a black belt and subsequent teaching of kenpo was characterized by hands-on, practical experience.

In 1990, G. F. joined the SBSB, where he served in special weapons and tactics (SWAT), as a hostage negotiator, undercover in narcotics, and as a training officer. The positions, particularly SWAT, involved many dynamic entries and, therefore, numerous hands-on use-of-force incidents. Furthermore, as a field training officer for new deputies,

¹⁸² "Mike Pick—American Kenpo," USA Dojo.com, May 12, 2017, <https://www.usadojo.com/mike-pick/>.

G. F. emphasized the importance of understanding the agency's use-of-force policy, maintaining a clear mind, and establishing control of a situation upon arrival at a scene. The ability to do so, G. F. maintains, is critical in ensuring officers' safety and effectiveness.

The concept of "clarity of mind" that G. F. stresses is a foundational principle in martial arts and is instrumental in controlling responses in high-stress situations. It is a mental state of being clear, focused, and free from distraction or confusion. In a law enforcement context, this clarity of mind translates into making rapid, decisive, and correct decisions under pressure with minimal hesitation. Hesitation, especially in volatile or life-threatening situations, can result in consequences ranging from ineffective action to the loss of life, in worst case. G. F.'s emphasis on clarity of mind as a tool to combat hesitation draws on his experiences in both martial arts and law enforcement. By maintaining a clear mind, an officer can effectively assess a situation, recall her training, and take appropriate action swiftly and decisively. G. F. also discussed the importance of being free from the influence of substances like drugs and alcohol to maintain this clarity of mind. Such substances can impair cognitive function, slowing reaction times and clouding judgment, leading to dangerous outcomes in a law enforcement context.

G. F. mentions "clarity of emotions" as a crucial component of this mental clarity, asserting that a clear mind is free not only from distraction but also from emotional disturbances that could impair judgment or reaction time. For example, G. F. notes that unresolved anger or distress from an argument with a spouse could cloud an officer's judgment on duty. This emotional haze could lead to errors, excessive use of force, or hesitation. By achieving emotional clarity, officers can approach each situation with a calm and focused mind, enabling them to make better decisions. Additionally, G. F. highlights the crucial role of thorough understanding and knowledge of use-of-force policies in achieving clarity of mind. G. F. argues that officers who know their agency's policy in depth will be more confident in their actions and less likely to hesitate. Officers will know what actions are appropriate and at what time, thus minimizing uncertainty and second-guessing in high-pressure situations. In sum, clarity of mind, according to G. F., is a decisive factor in eliminating hesitation and promoting effective, swift action. Achieving

this clarity through emotional stability, substance-free living, an in-depth understanding of use-of-force policies, and the application of martial arts principles could significantly improve outcomes in law enforcement situations.

G. F. uses the Uvalde, Texas, school shooting as an example of how a responding officer's lack of clarity can lead to hesitation and loss of lives.¹⁸³ G. F. also explains the “four rings” of kenpo, each representing a range or distance from a combatant: the elbow ring, knee ring, fist ring, and foot ring.¹⁸⁴ As a deputy, G. F. kept subjects at the fourth ring or foot ring, maintaining a safe and controllable distance. G. F. combined this knowledge with the eight stages of engagement in a confrontation, starting from out of range (Stage 1) to extraction (Stage 8) after controlling a subject. G. F. points out one disadvantage of grappling techniques like jiu-jitsu is that they start at the fifth stage, requiring officers to bypass four stages before their methods become effective.

Despite additional use-of-force equipment like Tasers, batons, pepper spray, and bean bags being implemented by law enforcement agencies, G. F. suggests that these often cause confusion and decrease clarity—referencing a case in Minnesota where an experienced training officer mistook her gun for a Taser and unintentionally shot and killed a fleeing suspect. G. F. recommends teaching the principles of rings and stages as early as the police academy, along with inculcating a thorough understanding of the agency's use-of-force policy. G. F. mentioned California's law requiring police agencies to make their use-of-force policy available to the public, which many agencies do by employing LEXIPOL for policy creation. According to G. F., this change has resulted in fewer use-of-force issues in California than in other states. In addition, G. F. would implement a generic use-of-policy during the academy and give recruits a visual understanding of the rings and stages, starting with the 30-foot rule (the fifth ring). This rule represents the distance a person can travel in 1.5 seconds and is where he believes de-escalation training should start. However, G. F. believes the current minimum recommendations by POST are

¹⁸³ Federal Bureau of Investigation and Advanced Law Enforcement Rapid Response Training Center, *Active Shooter Incidents in the United States in 2022* (Washington, DC: Federal Bureau of Investigation, 2023), <https://www.hsd1.org/c/view?docid=877947>.

¹⁸⁴ Ed Parker, *Ed Parker's Encyclopedia of Kenpo* (BookSurge, 2009).

often adhered to by departments due to liability and funding constraints. Hence, G. F. advocates teaching principles over repetitive techniques, emphasizing that this approach can provide officers with the clarity necessary to manage and control situations effectively.

D. BATTALION CHIEF, NEW YORK CITY FIRE DEPARTMENT

On April 26, 2023, I interviewed S. L., a seasoned battalion chief and 22-year veteran of the New York City Fire Department (FDNY) and an 18-year veteran of the U.S. Coast Guard. In addition to his frontline experience, S. L. has been instrumental in formulating training policies for the FDNY. During our discussion, S. L. emphasized the unique mission set and goals of the fire service, which led to the introduction of a mental performance initiative in 2015. The project was inspired by Jason Brezler, an FDNY firefighter and combat veteran from the Marine Corps, who founded Leadership under Fire.¹⁸⁵ Motivated by the mental aspects of sports psychology, Brezler aimed to integrate these principles into firefighting to enhance mental resilience. Traditionally, mental resilience was approached reactively, particularly after high-stress events such as 9/11. It was about recovering from an emotionally challenging situation and regaining the mental fortitude to perform duties as expected. However, in recent years, the FDNY sought to redefine this concept by learning from sports organizations. Unlike reactive strategies, sports psychology tends to prepare athletes for high-stress moments, making it more proactive than reactive.

This shift in perspective raised the crucial question of how the FDNY could improve firefighters' efficiency and resilience. While physical fitness and tactical skills had been the mainstay of traditional training due to the demanding nature of firefighting, S. L. argues that mental resilience had been largely overlooked. This realization gave rise to a performance triad comprising physical, tactical, and mental components. The addition of the mental component was viewed as a game-changer, filling a previously overlooked yet crucial aspect of firefighting. As it turned out, the FDNY had unwittingly been practicing elements of this mental aspect. Conversations with veteran firefighters often included advice about taking deep breaths when arriving on the scene of a fire, not rushing

¹⁸⁵ "Home Page," Leadership under Fire, accessed July 27, 2023, <https://leadershipunderfire.com/>.

into a burning building but rather taking a moment to assess the situation, and remaining calm, cool, and collected.

A key aspect of this understanding revolves around the human physiological response to stress. Fear triggers a physiological stress response in unfamiliar high-stress situations known as an “adrenaline dump.” Neurotransmitters like cortisol, norepinephrine, and adrenaline are released, affecting the sympathetic nervous system (associated with the fight, flight, or freeze response).¹⁸⁶ Likewise, as the sympathetic system fights for resources, the parasympathetic system (which restores the body to a calm and composed state) is affected.¹⁸⁷ As these neurotransmitters circulate, they elevate heart and respiratory rates to react to stress or danger.¹⁸⁸ However, the body cannot sustain this heightened state, and performance deteriorates as the stress is prolonged.¹⁸⁹

In addition, when preparing for combat, the body’s lymphatic system and prefrontal cortex, responsible for tactics and impulse control, kick into gear. S. L. referenced the work of Dave Grossman, who delineated how excessive stress can severely impair cognitive and motor functions, resulting in auditory exclusion, tunnel vision, and the loss of depth perception. “Condition black,” as it is known, can significantly reduce an individual’s situational awareness and ability to perform complex maneuvers, such as firing a gun or engaging in hand-to-hand combat.¹⁹⁰ According to Grossman, this condition—typified by the heart’s pumping so fast that the brain cannot draw enough oxygen from the blood—signals a catastrophic mental and physical performance breakdown from fear and stress.¹⁹¹ However, breathing techniques like tactical breathing can help mitigate these adverse

¹⁸⁶ Emily Scott-Solomon, Erica Boehm, and Rejji Kuruvilla, “The Sympathetic Nervous System in Development and Disease,” *Nature Reviews Neuroscience* 22, no. 11 (November 2021): 685–702, <https://doi.org/10.1038/s41583-021-00523-y>.

¹⁸⁷ Jacob Tindle and Prasanna Tadi, “Neuroanatomy, Parasympathetic Nervous System,” in *StatPearls* (Treasure Island, FL: StatPearls Publishing, 2023), <http://www.ncbi.nlm.nih.gov/books/NBK553141/>.

¹⁸⁸ “Understanding the Stress Response,” Harvard Health, March 1, 2011, <https://www.health.harvard.edu/staying-healthy/understanding-the-stress-response>.

¹⁸⁹ “Yerkes-Dodson Law: How It Correlates to Stress, Anxiety, Performance,” Healthline, October 22, 2020, <https://www.healthline.com/health/yerkes-dodson-law>.

¹⁹⁰ Grossman, *On Combat*.

¹⁹¹ Grossman, 34, 43.

physiological effects.¹⁹² By controlling one's respiratory rate, one's heart rate can be reduced, potentially preventing the onset of condition black. This approach, practiced by high-level operators such as Navy SEALs, offers a critical tool for maintaining mental and physical performance in high-stress situations.¹⁹³

According to S. L., every situation is unique in the context of firefighting and presents varying stress levels, as no two fires are alike. A firefighter might never have encountered or specifically prepared for certain aspects of the fire, creating a sort of “unknown” in their mental landscape. This unknown can amplify the inherent stress of an already tense and dangerous situation, as firefighters might not have a pre-existing “mental file” or strategy tailored to that scenario. S. L. outlined two primary strategies to navigate these challenging situations: practical training and visualization. One effective training method is to build replicas of locations for drills, much like the six-month mock-up training of Bin Laden's residence conducted by the Navy SEALs. However, visualization is vital for scenarios that are logistically challenging to replicate, like a burning multi-story building. Firefighters are educated on the characteristics of different building types, enabling them to visualize navigating these structures during emergencies. This approach aids in creating mental files, thereby reducing stress by providing familiarity. This method helps firefighters mentally rehearse various scenarios, broadening their range of known situations and enhancing their ability to adapt and respond quickly to new challenges. It better equips them to manage the unexpected, reducing the stress amplification from unfamiliar scenarios.

As a battalion chief, S. L. explained, he uses visualization during fire callouts. He reviews incoming radio transmissions and views iPad-provided data about the structure in question, visualizing the response teams' tasks and positions. Upon arrival, S. L. compares his mental image with the on-ground reality to identify and address discrepancies. This anticipatory approach reduces his stress level by providing a sense of control over the situation. S. L. stresses that this practice is not confined to his fire callouts; he listens to

¹⁹² Grossman, 322.

¹⁹³ Michael Finn, “How to Reduce Stress like a Navy SEAL,” Gear Patrol, October 20, 2021, <http://gearpatrol.com/fitness/health-wellness/a325714/box-breathing-navy-seals/>.

other units' transmissions, envisioning the teams' actions and imagining the decisions he would make as a commander. This process, coupled with replaying recorded radio transmissions at firehouses, facilitates learning from others' experiences and further enriches the mental "filing cabinet."

S. L. also recounts valuable information from Dave Grossman's book on stress, fear, and performance in high-stress situations.¹⁹⁴ Grossman asserts that individuals faced with high-stress situations, like firefighters and law enforcement officers, do not spontaneously rise to the occasion without extensive, long-term training. Instead, they are likely to default to the level of their training. For instance, an officer receiving only 60 hours of self-defense training in the academy will be ineffective in an actual high-stress situation. She will not have the necessary muscle memory to respond instinctively and effectively to an emergency. The act of executing a well-practiced maneuver under such circumstances can be attributed to a concept known as neuroplasticity, a response to learning in which the brain forms and reorganizes synaptic connections.¹⁹⁵ Individuals can create and reinforce specific neurological pathways with prolonged training over the years. Once established and reinforced, these pathways provide mental shortcuts during stressful situations, guiding the individual's actions according to the behaviors practiced and learned over time.¹⁹⁶ These more robust neurological pathways essentially prioritize the responses that have been repeatedly trained, providing an automatic reaction template in high-pressure environments.

S. L. acknowledges, however, the impracticality of providing every firefighter or officer with hundreds of hours of such intensive training. As a workaround, the FDNY implements mental training techniques such as visualization and imagery. These mental exercises allow individuals to mentally rehearse and familiarize themselves with various scenarios, building an adaptive response pattern even in the absence of physical rehearsal.

¹⁹⁴ Grossman, *On Combat*.

¹⁹⁵ Richard L. Bryck and Philip A. Fisher, "Training the Brain: Practical Applications of Neural Plasticity from the Intersection of Cognitive Neuroscience, Developmental Psychology, and Prevention Science," *American Psychologist* 67, no. 2 (2012): 87–100, <https://doi.org/10.1037/a0024657>.

¹⁹⁶ Bryck and Fisher.

Such techniques can be instrumental in preparing firefighters for high-stress situations they may encounter in the field, reinforcing their mental resilience and readiness.

A significant part of the conversation centered on mental resilience and methods to combat psychological stress during and after an event. By employing visualization, controlled breathing, and physical training, firefighters can maintain optimal performance under pressure during an event. However, post-event processing is equally critical to firefighters' returning to their emotional equilibrium without succumbing to PTSD. S. L. highlights the importance of enabling firefighters to process traumatic experiences effectively to prevent them from re-experiencing physiological stress symptoms. Through such techniques, firefighters are more likely to experience post-traumatic stress growth instead of PTSD, symbolizing a positive outcome from challenging experiences.¹⁹⁷ This comprehensive approach to training underscores the FDNY's commitment to the holistic well-being of its firefighters.

Mental resilience, often referred to as psychological resilience, is the ability to return to a pre-crisis state rapidly after a stressful event.¹⁹⁸ It encompasses an individual's capacity to resist, absorb, recover from, or successfully adapt to life changes, stresses, uncertainties, and adversities. It is not about avoiding stress or life's obstacles but rather harnessing inner strength and external resources to rebound from challenges and even grow from them. This concept extends beyond the ability merely to "bounce back" from difficult experiences.¹⁹⁹ It involves enduring personal growth and utilizing learned coping mechanisms during hardship. Mentally resilient individuals possess a certain degree of emotional intelligence, enabling them to regulate their emotional responses to stressors. They can maintain their equilibrium, manage their emotions, and continue to function in the face of adversity. Key traits of mental resilience include maintaining a positive attitude, viewing failures or setbacks as opportunities for growth, adapting to changing

¹⁹⁷ Richard G. Tedeschi and Jane Shakespeare-Finch, *Posttraumatic Growth: Theory, Research, and Applications* (New York: Routledge, 2018), <https://www.routledge.com/Posttraumatic-Growth-Theory-Research-and-Applications/Tedeschi-Shakespeare-Finch-Taku-Calhoun/p/book/9781138675049>.

¹⁹⁸ John W. Reich, Alex J. Zautra, and John Stuart Hall, eds., *Handbook of Adult Resilience*, reprint ed. (New York: Guilford Press, 2012).

¹⁹⁹ Reich, Zautra, and Hall.

circumstances, and practicing effective problem-solving strategies. Mental resilience is not an innate characteristic that a person either possesses or lacks; rather, it comprises a set of behaviors, cognitions, and activities that can be cultivated and enhanced through ongoing training.²⁰⁰

E. LICENSED PROFESSIONAL COUNSELOR, DENVER, CO

On April 21, 2023, I interviewed psychologist T. L., a licensed counselor with more than 13 years of experience specializing in stress, trauma, and PTSD. T. L. is a multifaceted professional, a BJJ instructor, and an experienced counselor who has worked in various sectors. T. L.'s career journey began at the Department of Veterans Affairs, dealing with veterans' trauma, followed by stints in emergency psychiatry in hospital settings and detention facilities. T. L. has also served as a co-responder and partnered with a law enforcement officer to respond to mental health and generic 9-1-1 calls. Currently, T. L. operates his private practice while teaching stress and resilience courses at the Fire Academy in Colorado.

In this capacity as a BJJ instructor and resilience trainer, T. L. places significant emphasis on teaching emotional control and regulation. These are crucial skills when dealing with confrontational or resistant individuals. However, T. L. has observed a substantial lack of these skills among law enforcement officers. Traditional training techniques employed in law enforcement, such as verbal judo, de-escalation strategies, and non-lethal force methods, are valuable; however, T. L. notes that these conventional techniques often do not sufficiently prepare officers for situations that induce high panic levels. These techniques do not provide officers with the needed tools to manage their emotions and maintain control in these intense situations. Further compounding this problem is the chronic stress that law enforcement officers experience. Their jobs require them to be in a perpetual state of readiness and alertness to respond to emergencies. This constant state of heightened alert can take a toll on their mental and emotional health, impairing their ability to regulate their emotions. This impaired emotional regulation can

²⁰⁰ Steven M. Southwick, Dennis S. Charney, and Jonathan M. DePierro, *Resilience: The Science of Mastering Life's Greatest Challenges*, 3rd ed. (New York: Cambridge University Press, 2023).

manifest during daily interactions with the community, potentially leading to incidents of excessive force. This chronic stress, coupled with insufficient training in emotional control, can compromise the officers' efficiency and safety.

T. L. shared his vision for an ideal training policy for law enforcement, which includes both physical training and mental preparation. Under this program, officers would work three days a week and dedicate the fourth day to a comprehensive training routine. The training session would begin with yoga and meditation to prepare the mind, followed by a self-defense training module using BJJ. However, the emphasis would not be on competition jiu-jitsu but on regulating the autonomic nervous system, accomplished through the breathing fundamental in jiu-jitsu. T. L. suggests that this method could help in conditioning the nervous system to react calmly during stressful situations. The day would then conclude with a "cold plunge," a technique that involves plunging into cold water, which stimulates the individual to practice the learned breathing techniques to cope with the extreme drop in temperature.

T. L. emphasizes the importance of the vagus nerve, a crucial component of the autonomic nervous system responsible for the body's fight-or-flight (sympathetic) response.²⁰¹ Training should focus on conditioning this nerve to respond in a parasympathetic or non-fight-or-flight way.²⁰² Techniques such as box breathing, which involves rhythmic breathing that massages the vagus nerve, can calm the body down and regulate the heart rate.²⁰³ T. L. places considerable emphasis on the role of non-verbal communication, noting that it constitutes most interactions. T. L. stresses the significance of officers' recognizing and managing their own state of hyperarousal, as it could inadvertently escalate situations through non-verbal cues. In essence, the officers' body language and emotional state can, without intention, amplify the tension during encounters. Understanding and controlling this state of hyperarousal, according to T. L., is pivotal for

²⁰¹ "What Is the Vagus Nerve?," Healthline, July 31, 2018, <https://www.healthline.com/human-body-maps/vagus-nerve>.

²⁰² Tindle and Tadi, "Neuroanatomy, Parasympathetic Nervous System."

²⁰³ "Box Breathing Benefits and Techniques," Cleveland Clinic, August 17, 2021, <https://health.clevelandclinic.org/box-breathing-benefits/>.

effective crisis management. If officers can successfully manage their internal state and transition their bodies to a calmer, more balanced state, this change can radiate outward. Their non-verbal cues, or body language, will reflect this calmness. This alteration in demeanor can be perceived by individuals in distress, potentially leading them also to adopt a calmer approach. In this way, by regulating their own arousal state, officers can influence the dynamics of the interaction and prevent situations from escalating unnecessarily.

To sum up, these training techniques aim to create a training environment that focuses on maintaining composure and regulating the officer's internal state, even in stressful situations. T. L. asserts that officers must be capable of responding to an emergency while keeping calm and composed, which in turn minimizes the force that they use. T. L. advocates using BJJ because it teaches control over another person while staying calm and relaxed. In addition, jiu-jitsu does not emphasize punches and strikes as a means of gaining compliance. T. L. reiterates that learning to relax is a skill in itself, which is why yoga plays a significant role in training. By employing controlled breathing during high-stress encounters, officers can remain relaxed and are less likely to resort to excessive force. This approach could potentially transform the way law enforcement officers are trained, equipping them with the right tools to manage their stress and regulate their emotions, ultimately leading to more effective and safer interactions in the field.

F. CONCLUSION

In summary, several key similarities emerged from these five interviews that offer valuable insights into effective ways to control unarmed but resisting subjects. A recurring theme was the importance of visualization and imagery techniques to prepare the mind and body for stressful situations. Visualization has proven equally crucial both before and after a stressful event. In the aftermath of a dramatic event, employing visualization techniques not only aids in preventing PTSD but also significantly contributes to post-traumatic growth and mental resilience. Interviewees also highlighted the value of consistent hands-on training like BJJ, which equips officers with the physical techniques to manage resisting subjects while emphasizing control without injury. Similarly, the practice of controlled breathing serves as a physiological anchor, preventing practitioners from entering a state

of condition black, where stress debilitates the body and mind. Indeed, law enforcement could benefit significantly from the recommendations of these professionals.

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IV. COMPARATIVE ANALYSIS, FINDINGS, AND RECOMMENDATIONS

What does not kill me makes me stronger.

—Friedrich Nietzsche.²⁰⁴

Since the dawn of modern policing, law enforcement agencies have grappled with the delicate task of enforcing the law while cultivating public trust and cooperation. Even though a police officer's actions during an arrest may technically adhere to the law, the methods and visual optics might appear excessively harsh or violent to the observing community. Legality does not always align with perceptions of appropriateness or humanity. It may be lawful, but it looks awful. The critical need to balance law enforcement's duty to protect and serve with the ethical imperatives of respect for human life and dignity brings to the fore innovative methodologies that bridge this delicate balance. This chapter provides a comparative analysis of the application of such methods, focusing on the employment of less-than-lethal tools, the nuanced art of de-escalation, and the tactical merits of hands-on self-defense, specifically through the lens of BJJ.

Drawing from case studies, empirical data, and expert interviews, this exploration navigates the complex terrain of law enforcement's engagement with unarmed but actively resisting subjects, thus answering the foundational question of this thesis: How can law enforcement policies and practices be improved to control unarmed but actively resisting subjects effectively? The strategic integration of BJJ into police training emerges as a salient theme, highlighting its potential to redefine the paradigms of control, restraint, and conflict resolution by law enforcement officers facing violent resistance to their lawful actions. This chapter provides the comparative analysis and findings of jiu-jitsu, de-escalation, and visualization training followed by recommendations for their implementation into law enforcement policy.

²⁰⁴ Friedrich Nietzsche, *Twilight of the Idols or How to Philosophize with a Hammer* [in German], trans. Daniel Fidel Ferrer (self-pub., 2013), <https://archive.org/details/TwilightOfTheIdolsOrHowToPhilosophizeWithAHammer>.

A. COMPARATIVE ANALYSIS AND FINDINGS

This section presents a comparative analysis of the multifaceted aspects of law enforcement training. It examines the efficacy and limitations of less-than-lethal tools like Tasers, the role of physical restraint techniques such as BJJ, the importance of de-escalation or verbal judo, and the potential benefits of mental resilience training through guided imagery and visualization. This comprehensive analysis aims to provide a balanced perspective on the complexities of equipping officers with the physical skills, verbal communication abilities, and mental resilience necessary for the diverse challenges they face in modern policing.

1. Less-than-Lethal Tools

Considering the research and interviews presented in the previous chapters concerning less-lethal tools such as Tasers or pepper spray versus hands-on self-defense in law enforcement, it is important to reflect on both practical aspects. As this research reveals, while tools like Tasers add to the resources at an officer's disposal, they also contribute to an already loaded utility belt that officers must manage. This research also reveals that the average weight of a police officer's duty belt is 30 pounds.²⁰⁵ With the added weight, officers must compensate for the bulk of equipment, which can hinder their movement. The risk of tools' being turned against officers cannot be disregarded. Even among seasoned officers with decades of experience, firearms have been mistaken for Tasers with suspects resisting arrest, leading to dire consequences.²⁰⁶ Consider an incident involving a police officer who, despite 26 years of service, mistook her handgun for a Taser during a confrontation with an unarmed individual, resulting in his fatal shooting.²⁰⁷ Such incidents underscore the potential for tragic errors, even among highly experienced officers, as this research finds.

²⁰⁵ Melissa Mae White, "Biomechanical Implications of Duty Belts Used by Police Officers" (PhD diss., North Carolina State University, 2018).

²⁰⁶ Ron Martinelli, "Murder or Stress-Induced Hypervigilance?: Officer Johannes Mehserle and the Infamous 'BART Shooting,'" *PORAC Law Enforcement News*, December 2010.

²⁰⁷ "Kim Potter: 'Taser Mix-up' Ex-Officer Weeps in Manslaughter Testimony," BBC News, December 17, 2021, <https://www.bbc.com/news/world-us-canada-59691902>.

This thesis also finds that jiu-jitsu training offers a human-contained method for officers to address the physically violent challenges they face daily. Unlike another physical tool added to the already crowded equipment belt, internalized training cannot be used against the officer, nor can it be mistaken for the wrong weapon during the heat of a violent situation. In short, jiu-jitsu training is malleable to the needs of officers and proportional to the resistance suspects use against them. The “tool” remains contained within the officer’s mind and body, not only reducing the chance of mistaking tools during heated suspect resistance but also eliminating the potential for dangerous weapons to harm the public during that resistance. Having fewer external tools also addresses the public’s concerns about police militarization more generally.²⁰⁸

Jiu-jitsu is not new to the United States. Knowledgeable jiu-jitsu practitioners have been in the United States since the 1980s, when a Brazilian family, the Gracies, introduced the concept to America.²⁰⁹ Their self-defense style, philosophy, and mind–body approach that fits so naturally with law enforcement needs and requirements is called Gracie Jiu-Jitsu. Perhaps, Rickson Gracie, the author of *Breathe: A Life in Flow* and longtime trainer of many law enforcement officers, best epitomizes the standards discussed throughout this research.²¹⁰ Gracie Jiu-Jitsu has been repeatedly proven effective at controlling large violent opponents.²¹¹

Jiu-jitsu offers significant advantages for law enforcement professionals as it embraces an inclusive philosophy while accounting for the reality that officers are a diverse group with varying degrees of strength, size, physical fitness, and confidence.²¹² The art of jiu-jitsu emphasizes skill and technique over brute force, which enables officers of all physical profiles to neutralize threats effectively.²¹³ This ability to adapt to individual

²⁰⁸ Rahr and Rice, *From Warriors to Guardians*.

²⁰⁹ Gracie, *Breathe: A Life in Flow*.

²¹⁰ Gracie.

²¹¹ Sherdog, “Rickson Gracie MMA Stats.”

²¹² J. L., sergeant, Ventura County Sheriff’s Department, personal communication, April 10, 2023.

²¹³ C. H., personal communication.

capabilities makes jiu-jitsu an invaluable resource in law enforcement training. Rickson Gracie writes,

Our system was designed for the weak to defend themselves against the strong. The guy with genetic gifts is not the one we developed it for. Pretty medals and fancy somersaults have no relationship to real life. If you don't know self-defense, you don't know jiu-jitsu. You have to be ready to defend yourself from a punch, a headlock, or a bear hug. If you can't do that, you're just a tough guy with big ears and a good grip who's depending on physicality for success. This is not Gracie Jiu-Jitsu!²¹⁴

Notably, relying on internal human capabilities rather than external tools fits into the rigorous, well-researched, and documented force escalation training that officers learn from the beginning of their training and continue throughout their careers. For example, force escalation refers to the gradual increase in force law enforcement uses in response to a subject's behavior.²¹⁵ This process is guided by a continuum that ranges from verbal commands to lethal force, depending on the threat level.²¹⁶ As the previous chapters have indicated, by understanding the subject's behavior and response, officers can select the appropriate level of force. Jiu-jitsu training aligns perfectly with this existing structure, offering a hands-on yet controlled method to manage resistance, particularly in situations where less-than-lethal force is warranted. An added benefit is that the control methods employed in jiu-jitsu are infinitely scalable to a problem or a situation that escalates at one moment and de-escalates thereafter. The trained officer evaluates the use of force necessary in a moment-by-moment evaluative frame. If a less-than-lethal device is used, the human consideration is removed once the tool is deployed. According to this research, suspect control through jiu-jitsu's capability allows law enforcement to respond more accurately to the escalation and de-escalation of resistant suspect actions.

This thesis also finds that community policing, a paradigm that emphasizes rebuilding trust and fostering collaboration between officers and the communities they

²¹⁴ Gracie, *Breathe: A Life in Flow*, 238.

²¹⁵ H. Purdue, "Escalation of Police Use of Force," *Trooper* 5, no. 5 (September 1980), <https://www.ojp.gov/ncjrs/virtual-library/abstracts/escalation-police-use-force>.

²¹⁶ "Police Use of Force," LEXIPOL, accessed October 30, 2023, <https://useofforce.lexipol.com/law-enforcement/>.

serve, has emerged as the standard response to public concerns regarding police force militarization.²¹⁷ This shift toward community policing underscores the necessity of adopting a guardian mentality in police training and conduct rather than a warrior approach. Regarding the guardian-versus-warrior mindset, Rahr words bear repeating:

The soldier's mission is that of a warrior: to conquer. The rules of engagement are decided before the battle. The police officer's mission is that of a guardian: to protect. The rules of engagement evolve as the incident unfolds. Soldiers must follow orders. Police officers must make independent decisions. Soldiers come into communities as an outside, occupying force. Guardians are members of the community, protecting from within.²¹⁸

Community policing aligns with the guardian ethos, emphasizing partnerships, problem-solving, and community engagement rather than authoritarian control and militaristic tactics. This research reveals that the inclusion of jiu-jitsu training, which prioritizes control, restraint, and adaptability, aligns with community policing goals and offers a means of moving away from militaristic approaches. By embracing community policing and jiu-jitsu training, law enforcement agencies can reinforce their role as protectors and community members rather than an outside, occupying force.

More than just a form of physical defense and quite different from adding yet another tool to the belt, jiu-jitsu training cultivates mental resilience, confidence, and overall fitness in community police officers. These attributes can empower officers to handle high-stress situations with increased calm and clarity, thereby minimizing the risk of misjudgments and escalating violence. Communities have repeatedly advised law enforcement to address the issues of officer misjudgment and violence escalation.²¹⁹ As described in the literature, jiu-jitsu develops in officers a sense of command presence, the ability to convey confidence, authority, and situational control through verbal and non-

²¹⁷ Office of Community Oriented Policing Services, *Community Policing Defined* (Washington, DC: Office of Community Oriented Policing Services, 2014).

²¹⁸ Rahr and Rice, *From Warriors to Guardians*, 6.

²¹⁹ Matthew D. Hanley, "Killing Barney Fife: Law Enforcement's Socially Constructed Perception of Violence and Its Influence on Police Militarization" (master's thesis, Naval Postgraduate School, 2015), <https://apps.dtic.mil/sti/pdfs/AD1008954.pdf>.

verbal cues, thereby gaining compliance without the need for physical force.²²⁰ Command presence is a foundational concept in law enforcement and serves as the initial step in the force continuum, a structured approach that guides an officer's response to suspect resistance and aggression, ranging from mere presence to lethal force.²²¹ Jiu-jitsu complements this force continuum by strengthening an officer's command presence, enhancing one's ability to respond with calm assurance and the strategic application of force. As such, this research finds that by integrating jiu-jitsu into the existing force escalation structure, law enforcement agencies can cultivate a more nuanced approach that aligns with community-oriented policing and the guardian mindset. Thus, incorporating jiu-jitsu into law enforcement training significantly enhances officers' confidence, adaptability, and restraint and integrates with the principles of the force continuum.

These same benefits are true for officers working in custodial settings, such as jails or prisons. In these situations, officers generally do not have access to less-than-lethal tools like Tasers, batons, or pepper spray, which law enforcement officers commonly use in the field. These environments present unique challenges that make using such equipment impractical, inappropriate, and potentially dangerous due to the enclosed spaces and the increased risk of causing harm to other inmates and officers or triggering more significant incidents within the facility. In addition, and perhaps unknown outside of law enforcement, custody settings prohibit the introduction of weapons such as guns to the enclosed environment.²²² Each of these special requirements of the custody setting highlights the importance of officer-contained capabilities. Few external tools can be used by the officer

²²⁰ Katja Ridderbusch, "Police Turn to Jiu-Jitsu to Curb Use of Force, Boost Mental and Physical Health," *U.S. News & World Report*, March 29, 2022, <https://www.usnews.com/news/health-news/articles/2022-03-29/police-turn-to-jiujitsu-to-curb-dangerous-force-boost-mental-and-physical-health>; John Bennett, "How Command Presence Affects Your Survival," *Police1*, October 7, 2010, <https://www.police1.com/officer-safety/articles/how-command-presence-affects-your-survival-6cPA8v9EjGJZuWuH/>.

²²¹ Boe, "Benefits of Utilizing Procedural Justice Principles."

²²² Cal. Penal Code § 4502 prohibits the possession of firearms in a penal institution. Some prisons, however, arm officers on the walls of the prison—but the weapons are not allowed inside the custody environment.

in this setting, so skills, knowledge, confidence, and adaptability are uniquely highlighted there.²²³

Adding to these aforementioned difficulties and dangers, some career criminals and individuals with a history of violent encounters with law enforcement have become adept at anticipating and reacting to the use of Tasers.²²⁴ They may acquire this knowledge from personal experience, peers who have had similar experiences, or online material.²²⁵ Serious and career criminals consider and train for defeating less-than-lethal tools used by law enforcement.²²⁶ One such countermeasure was described by C. H., an interviewee and law enforcement use-of-force expert interviewed for this research; he described that evading effective Taser use simply involved a quick rolling motion or rapid body movement by the suspect at the moment of impact. While not every violent suspect knows or practices these counter-techniques, career criminals and other violent offenders do.²²⁷ C. H. explained that these motions could dislodge the Taser prongs, thereby mitigating the electrical charge and making the Taser deployment useless.²²⁸ When Taser prongs strike a subject, they must remain embedded in or attached to the subject's clothing to deliver the incapacitating electrical current. If the subject rolls forward or carries out a swift movement after being struck, the prongs could be pulled out or their connection disrupted, thus reducing or negating the desired effect of the Taser.²²⁹

This thesis also finds that the severe limitations of less-lethal equipment against determined offenders highlights the importance of multi-dimensional law enforcement

²²³ David Maurer, *Bureau of Prisons: Evaluating the Impact of Protective Equipment Could Help Enhance Officer Safety* (Washington, DC: Government Accountability Office, 2011), <https://www.gao.gov/assets/gao-11-410.pdf>.

²²⁴ How to Survive, "Don't Do This If You Get Tased," video 5:48, YouTube, March 14, 2023, <https://www.youtube.com/watch?v=38cBNxabsO8>.

²²⁵ How to Survive, "How to Survive a Taser," video, 4:44, YouTube, June 10, 2022, <https://www.youtube.com/watch?v=D70Bz2xPtro>.

²²⁶ "How to Resist a Taser," Taser Guide, accessed November 1, 2023, <https://taserguide.com/how-to-resist-a-taser/>.

²²⁷ Taser Guide.

²²⁸ C. H., personal communication.

²²⁹ William C. Plouffe, "Taser: Electronic Control Device," *Britannica*, June 21, 2023, <https://www.britannica.com/topic/TASER>.

training. While Tasers and other less-lethal tools play a significant role in law enforcement, it is critical that officers are also well-trained in the hands-on self-defense and suspect-control capabilities that jiu-jitsu provides. As the previous chapters revealed, the importance is not merely related to the safety of the responding officer but also rooted in the safety and concern for the community, which the officer serves. In the context of concern for the community, the lawful-but-awful concept becomes particularly salient. This term refers to situations in which the use of force taken by officers is lawful but may appear dreadful from the community's perspective. Incidents involving Tasers or other less-lethal tools, even when legally justified, can evoke strong negative reactions from the community, undermining trust and cooperation. Conversely, jiu-jitsu training provides officers with a more controlled and humanized method of restraint. Videos of officers employing jiu-jitsu techniques to peacefully control a suspect, rather than resorting to tasing or other forceful measures, can resonate more positively with the community being served.²³⁰ In embracing jiu-jitsu, law enforcement agencies enhance the safety and efficacy of their officers while fostering greater community acceptance and alignment with the principles of community policing.

2. De-escalation

This research finds that de-escalation or verbal judo training is a critical component of police officers' skill sets, playing a vital role in numerous daily situations they encounter. From issuing traffic tickets to resolving domestic disputes, officers must frequently soothe tensions, navigate emotions, and resolve conflict.²³¹ Thus, the very nature of law enforcement work gives officers constant practice in de-escalation, often making additional extensive training in this area less urgent for experienced officers. While de-escalation is an important technique, some circumstances challenge the effectiveness of it.²³² For instance, individuals under the influence of drugs or alcohol or subjects who

²³⁰ "The Growing Jiu Jitsu Movement among Cops: How the 'Gentle Art' Can Help Reform Police Use of Force," Invictus Leo Jiu Jitsu Collective, October 24, 2022, <https://invictusleo.com/studies-and-articles>.

²³¹ Keathley, "Law Enforcement, Communication Training & Verbal Judo."

²³² J. L., personal communication.

realize they are at risk of long-term imprisonment, such as parolees found in possession of narcotics, may resist de-escalation attempts. These situations highlight the limitations of verbal judo, underscoring the need for other competencies. Officers need both capabilities, but verbal judo does not replace the need for physical restraint capabilities when suspects escalate the situation and attack officers physically. Notably, both techniques are essential and embedded within the escalation of force continuum, as the previous chapters have shown.²³³ Physical restraint is used after command presence, discussion, and verbal judo have failed. Neither approach “replaces” the other, and a well-trained and professional officer will be capable of moving seamlessly between both techniques.

Contrary to their de-escalation skills, few police officers train in self-defense tactics on a regular basis, leading to a relative lack of practice. This gap points to an increased need for regular, high-quality self-defense and suspect-control training. The physical tactics and defensive techniques learned in such training can provide crucial options when a peaceful resolution is not possible or when officer safety is jeopardized. While de-escalation will always be a vital first-line strategy, self-defense techniques provide a necessary safety net when situations escalate. In addition, non-verbal cues form an essential component of verbal judo, influencing everything from an officer’s body language to the pitch of one’s voice.²³⁴ Emotional confidence, which can be heightened through jiu-jitsu training, impacts these non-verbal signals, dictating whether an officer appears assured or fearful.²³⁵ Hence, as the research shows, by enhancing officers’ command presence, jiu-jitsu not only boosts their emotional confidence but also directly sharpens their abilities in verbal judo.

3. Visualization/Imagery

This thesis finds that integrating the principles of guided imagery and visualization into training regimens can significantly enhance performance, particularly in fields that require a high level of physical and mental agility, such as law enforcement. These

²³³ Adams and Jennison, “What We Do Not Know about Police Use of TASERs.”

²³⁴ Keathley, “Law Enforcement, Communication Training & Verbal Judo.”

²³⁵ Keathley.

techniques leverage the power of the mind–body connection and can enhance an individual’s ability to manage stress, improve concentration, and increase body awareness.²³⁶ Guided imagery and visualization are techniques extensively used in sports psychology to boost athletes’ confidence, overcome performance anxiety, and increase self-belief.²³⁷ The practice of guided imagery uses language to engage one or more senses, leading to heightened mindfulness of a person’s senses and environment.²³⁸ Such sensory engagement makes the visualized experience more vivid and realistic, thereby increasing the guided imagery’s effectiveness. The greater the number of stimuli present from the imaging, the more realistic the experience becomes to the observer’s mind.²³⁹ Like athletes, law enforcement officers, constantly vulnerable to life-threatening conflict, experience high levels of stress and pressure. According to Elizabeth Stanley, the concept of widening the metaphorical “window” of stress tolerance allows individuals to operate effectively under pressure without becoming overwhelmed or dysfunctional.²⁴⁰ By integrating guided imagery practices into training, law enforcement officers can enhance their ability to widen their own windows, better preparing them mentally for high-stress situations. Thus, as this research finds, integrating these practices into training can enhance officers’ mental preparation, enabling them to manage high-stress situations better.²⁴¹ When officers regularly practice these visualization techniques, they can improve their reactions to real-world scenarios, thereby enhancing their overall effectiveness and mental resilience.²⁴²

The previous chapters explained that visualization is a critical tool for preparing the mind and body before a stressful event, as well as reflecting on and learning after an event. According to C. H., deputies should mentally review their actions at the end of each shift,

²³⁶ Grossman, *On Combat*.

²³⁷ Tracy C. Ekeocha, “The Effects of Visualization & Guided Imagery in Sports Performance” (master’s thesis, Texas State University, 2015).

²³⁸ Ekeocha.

²³⁹ Ekeocha.

²⁴⁰ Stanley, *Widen the Window*.

²⁴¹ Grossman, *On Combat*.

²⁴² Tedeschi and Shakespeare-Finch, *Posttraumatic Growth*.

meticulously assessing successful strategies and areas needing improvement.²⁴³ This process of post-event visualization can be likened to a mental debriefing or an after-action report, providing valuable insights for future experiences. As Grossman emphasizes, understanding what was executed correctly and identifying what necessitates enhancement can foster growth and mental resilience.²⁴⁴ The practice of visualization is intimately connected with controlled breathing techniques, referred to as tactical breathing by Grossman or diaphragmatic breathing by Gracie.²⁴⁵ During a critical incident, an officer's ability to employ tactical breathing effectively can have substantial physiological and psychological benefits. This type of breathing serves to slow the heart rate, enhance fine motor skills, prevent tunnel vision, and restore calm and control. These methods are much like the breathing techniques used in BJJ and are used for the same reasons.²⁴⁶ Moreover, as the research shows, tactical breathing can play a pivotal role in the aftermath of a critical incident. By helping to dissociate physiological arousal from the memory of the event, the breathing aids in preventing PTSD and fosters post-traumatic growth.²⁴⁷ Hence, this control over the sympathetic nervous system aligns with the underlying fundamentals of BJJ of aligning the mind and body through proper breathing and base.

While visualization is an essential technique for preparing oneself for a situation, it is only successful with the foundation of practical experience and embodied knowledge. For instance, a person could spend countless hours visualizing how to surf, tracing the arc of the waves in one's mind and imagining the sensation of the board beneath one's feet. However, without having ever stepped onto a surfboard and braved the ocean's swells, this mental preparation alone is unlikely to prevent the person from wiping out when finally entering the water. Both the mental preparation and the physical practice are needed for success. This example underscores the importance of tangible training, hands-on experience, and the development of muscle memory to support and make effective use of

²⁴³ C. H., personal communication.

²⁴⁴ Grossman, *On Combat*.

²⁴⁵ Gracie, *Breathe: A Life in Flow*.

²⁴⁶ Gracie.

²⁴⁷ Grossman, *On Combat*.

visualization techniques. The mind can guide the individual, but the body must know the steps to follow.

In summary, this analysis has emphasized the importance of a multi-dimensional approach to law enforcement training. This view of training involves not only mastering the use and understanding of the limitations of less-than-lethal tools like Tasers but also investing in physical restraint and self-defense techniques like BJJ. Additionally, the analysis has highlighted the crucial role of de-escalation skills and mental resilience practices like guided imagery and visualization. The synthesis of these elements can offer a more comprehensive skill set that enhances not only officer safety but also community trust and engagement. Hence, this thesis proposes an integrated, holistic model of training that incorporates physical, verbal, and psychological competencies to better prepare officers for modern policing.

B. RECOMMENDATIONS

This thesis has found that less-lethal options and de-escalation techniques are vital and have their place in law enforcement; however, cops will eventually get into fights. If a suspect perceives his only options are jail time or freedom, and the only thing in his way is the officer standing before him, a physical altercation in an attempt to flee is likely. When talking and persuasion fail, the officer must be physically capable of effective control and restraint. Many officers are not mentally and physically prepared to go hands-on. They rely on the tools attached to their duty belts, which have led to tragic mistakes even for veteran officers.²⁴⁸ Officers need a human-contained method to control violent suspects. Compounding this already difficult challenge is the additional burden of controlling the subject without negative public perception, which may lead to the loss of support from the community. Even if an officer's action proves lawful, it might look awful. The next section provides recommendations in line with these findings.

²⁴⁸ Nicholas Bogel-Burroughs, "What to Know about Kimberly Potter's Conviction for the Death of Daunte Wright," *New York Times*, November 30, 2021, <https://www.nytimes.com/2021/11/30/us/daunte-wright-shooting-kimberly-potter.html>.

The intent of this thesis was to identify through research a way to equip law enforcement with practical strategies to maintain balance under stressful conditions while controlling unarmed but actively resisting individuals. Finding a “pracademic” approach—one that combines practical, hands-on experience with a rigorous academic foundation—has required a systematic comparative analysis of the many elements involved.²⁴⁹ While officers are already supplied with state-of-the-art physical equipment—ranging from firearms and batons to Tasers and pepper spray—to perform their duties, this research has shown that officers equally need robust mental and physical support mechanisms.

1. Jiu-Jitsu Mat Time

First, law enforcement agencies should implement a policy mandating regular training in jiu-jitsu, with the duration to be determined in consultation with certified training schools specializing in law enforcement needs, such as the Jiu-Jitsu Global Federation or Gracie Survival Tactics.²⁵⁰ Collaborative arrangements may enable discounted rates for law enforcement officers, fostering greater accessibility to training. A long-term strategy could involve officers’ eventually assuming instructor roles after undergoing consistent training, thereby minimizing department costs. The research suggests that police agencies ought to consider jiu-jitsu training an essential component of law enforcement preparation, particularly for frontline officers who are most engaged in community interactions. Just as qualifying with firearms is a nonnegotiable requirement, so too should jiu-jitsu training be seen as vital. The comparison made by C. H.—that “people who have never trained in jiu-jitsu before and get on the mat to fight are like babies”—underscores the importance of equipping officers with essential skills that take time and consistency to build proficiency. Failure to mandate jiu-jitsu training could result in officers’ becoming confused, hesitant, and fearful when stressful encounters arise—like babies.

²⁴⁹ Scott Eacott, “Pracademia: An Answer but Not the Answer to an Enduring Question,” *Journal of Professional Capital and Community* 7, no. 1 (2022): 57–70, <https://doi.org/10.1108/JPCC-12-2020-0100>.

²⁵⁰ Gracie University, “Gracie Survival Tactics.”

2. Visualization

In addition to jiu-jitsu training, visualization exercises should also be mandated. Visualization should be performed before and after duty, lasting approximately 10–15 minutes each.²⁵¹ The exercise before duty would entail mentally role-playing situations that officers are most likely to encounter on a regular shift and the actions they would take. This exercise would decrease surprise and improve reaction time. During this time, the proper breathing techniques emphasized by Gracie should be employed to calm and clear the mind and lower the heart rate.²⁵² After duty, officers should repeat the process with another visualization session; however, this time, the exercise should entail giving gratitude for making it through a shift and mentally reviewing the day, the actions taken, and opportunities for improvement. Officers would again employ proper breathing. In addition, as officers physically remove their uniform and body armor, they mentally remove their cop persona, assuming the roles of husband, wife, parent, or friend. This process of decompressing strengthens the mind, builds mental resilience, and plays a vital role in preventing the onset of PTSD and fostering post-traumatic growth.²⁵³ Similarly, visualization techniques are just as important to executive-level supervisors as frontline officers. Though upper management's chances of involvement in physical confrontations are low, the stress and anxiety they must deal with daily are just as high as for frontline officers. Visualization is perhaps even more crucial for supervisors since they tend to be less physically active than officers in the field and thus require more stress inoculation.

3. Buy-in Strategy

The issues of buy-in and resistance to this training policy should be addressed. Officers who are required to train but do not wish to participate in the program have a choice: if they want out, they may fight their way out. If officers can demonstrate their effective control of an unarmed, resisting person with fighting or a martial art of their

²⁵¹ C. H., personal communication.

²⁵² Gracie, *Breathe: A Life in Flow*, 91.

²⁵³ S. L., battalion chief, New York City Fire Department, personal communication, April 25, 2023.

choice, they may be released from the program. However, the officer must perform this ability on an instructor who is certified in the self-defense principles of jiu-jitsu.

4. Data Analysis

Use-of-force data and records of officers not involved in the jiu-jitsu program should be preserved and compared to the data from officers actively participating in the program. The objective is to generate statistical evidence to evaluate the program's efficacy regarding officer-involved use-of-force incidents. In addition, the data can be used for future research on the use of force or to justify funding for the continuation of the jiu-jitsu training program.

5. Community Involvement and Education

The final recommendation is to actively involve community leaders and members in the jiu-jitsu training and stress-reducing visualization program. This involvement will reaffirm police legitimacy and further build community trust, whereby officers are seen as guardians rather than warriors.²⁵⁴ This education can entail jiu-jitsu demonstrations during which community leaders experience first hand the challenges of controlling a resisting individual without causing great bodily injury. Leaders will see jiu-jitsu's adaptability for officers of varying sizes and strengths to effectively control resisting subjects of various sizes and strengths. In addition, the visualization portion will educate the community on the benefits of controlled breathing techniques, showing how they can serve as stress relievers and emotional stabilizers.²⁵⁵ These forums can also be a means to collect feedback from the community to refine or change training strategies. Hence, this recommendation aims to foster a more empathetic and cooperative relationship between the police and the public, which is the goal of community policing.²⁵⁶

²⁵⁴ Rahr and Rice, *From Warriors to Guardians*, 6.

²⁵⁵ Grossman, *On Combat*.

²⁵⁶ Office of Community Oriented Policing Services, *Community Policing Defined*.

C. FINAL THOUGHTS

Let's be careful out there.

—Sergeant Phil Esterhaus, *Hill Street Blues*.²⁵⁷

This research suggests that law enforcement training programs could greatly benefit from implementing elements that focus on jiu-jitsu self-defense (breathing, base, and connection) and visualization (mental preparedness, gratitude, stress management, and mental resilience). Although officers are issued useful physical equipment to perform their duties, they are not necessarily provided with the proper mental and human-contained capabilities to complement those tools. Officers must also be provided with the finest tools for their mind and body: visualization and jiu-jitsu.

This research does not assert that jiu-jitsu is better than other martial arts, but it affirms the appropriateness of this technique in relation to law enforcement requirements. By design, jiu-jitsu is compatible with the demands of law enforcement and the expectations society has placed on police officers.²⁵⁸ One of the most important requirements is to control subjects without injuring them.²⁵⁹ The research also finds that as jiu-jitsu prepares the body for stressful encounters, visualization prepares the mind. Fear and stress can devastate the body, as evidenced by the prevalence of PTSD among law enforcement officers.²⁶⁰ Through visualization techniques, officers can detach the physiological effects of stress from their mental state, allowing them to make clearer, more rational decisions in high-pressure situations.

Officers will always have to engage in physical altercations; this research suggests that training them with specific capabilities creates well-rounded officers with the confidence, mental fortitude, and physical abilities to serve the public more effectively.

²⁵⁷ Austin Tolin, “Let’s Be Careful Out There; ‘Hill Street Blues’ Supercut,” video, 2:39, YouTube, February 15, 2020, <https://www.youtube.com/watch?v=MJDQewSMB-E>.

²⁵⁸ Police Executive Research Forum, *Community Policing: The Past, Present and Future* (Washington, DC: Police Executive Research Forum, 2004).

²⁵⁹ C. H., personal communication.

²⁶⁰ Grossman, *On Combat*.

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