



*Chief of Police  
John Flannery*

**Village of Endeavor Police Department**  
400 Church Street  
Endeavor WI 53930  
(608) 587-2486

**501-B De-Escalation Policy**

**DEFINITIONS**

- A. De-Escalation: An officer's use of time, distance, and relative positioning in combination with Professional Communication Skills to attempt to stabilize a situation and reduce the immediacy of the threat posed by an individual.

**POLICY**

Officers should make every reasonable effort to de-escalate confrontations to prevent the need to use force. When a subject's actions create an imminent threat to the public or to officers, it is expected that officers will respond with reasonable and decisive force.

De-escalation techniques and tactics include, but are limited to:

- A. Tactical communications, including active listening. Communications with the subject should be limited to one officer at a time in order to ensure clear communication.
- B. Requesting and utilizing additional officers whenever necessary. If one officer is unable to build rapport with a subject, another officer should be given an opportunity to communicate with the subject whenever reasonably possible.
- C. Leveraging time by slowing down the situation.
1. When safe and feasible under the totality of circumstances, officers shall attempt to slow down or stabilize the situation so that more time, options and resources are available for incident resolution.

2. When time and circumstances reasonably permit, officers shall assess and accommodate, whether a subject's lack of compliance is a deliberate attempt to resist, or an inability to comply based on factors including, but not limited to:

- Medical conditions
- Mental impairment
- Developmental disability
- Behavioral crisis
- Drug interaction
- Emotional Response/Fear
- Physical limitation
- Hearing impairment
- Language barrier

D. Creating and maintaining distance, while utilizing cover, and concealment.

E. Tactical positioning, repositioning and pause.

F. Remaining calm and professional.