



<b>Subject:</b> De-escalation	<b>No. Pages:</b> 02	<b>Effective Date:</b> 09/01/2017
<b>TPCA Standards:</b>		<b>Rescinds:</b> N/A

**302.00 De-escalation**

**302.01 Purpose**

The purpose of this policy is to provide guidelines for all North Richland Hills Police Department employees in the comprehensive use of de-escalation tactics.

**302.02 Policy**

It is the policy of the North Richland Hills Police Department that all employees will utilize de-escalation tactics in an effort to promote perspective and control during incidents that are rapidly evolving, and which may, without effective intervention, escalate towards undue risk and compromised safety for all persons affected.

**302.03 Definitions**

Commitment Bias: A pattern of behavior in which an individual or group, rather than alter their course, persists in rationalizing decisions, actions, and investments despite being faced with increasingly negative outcomes or diminishing opportunity for successful resolution.

De-escalation:

1. Behavior that is intended to deter the escalation of Commitment Bias;
2. Actions that are intended to stabilize a situation and reduce the immediacy of a threat so that more time, options and resources may be available to resolve the situation.

De-escalation Tactics: Tactics used by employees, when safe, to minimize the need to use force or take any other action that presents a risk to any person, while increasing the likelihood of gaining voluntary compliance and providing a resolution that is safe for all persons involved. De-escalation tactics include but are not limited to:

1. The use of calm language;
2. Utilizing time and distance to mitigate the immediacy of a threat;
3. Recruiting adequate resources and support before making contact or taking action that can safely be delayed;
4. Breaking or delaying contact when circumstances do not require immediate action and a peaceful resolution would be possible under different circumstances;
5. Terminating or reducing any pursuit when the risk to any person of continuing outweighs the immediate need for apprehension.

**302.04 Application**

- A. The application of de-escalation tactics is not limited to encounters with individuals in a time of conflict. Instead, de-escalation tactics are to be utilized in a comprehensive manner in any situation where the subject or circumstances encountered might otherwise have the tendency to dictate the manner of an employee’s response.

- B. There is neither duty nor requirement to utilize de-escalation tactics in any situation where other action is immediately required to ensure the safety of any employee or other person involved.
- C. Except as qualified by Subsection (B), employees will utilize de-escalation tactics at the earliest possible moment and whenever possible and appropriate.
- D. The availability and opportunity to utilize de-escalation tactics is to be considered from the perspective of a reasonable officer and in consideration of the totality of the circumstances as known at the time of the encounter.