Police Officers’ Views of Specialized Intimate Partner Violence Training

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May 2009
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Abstract

In 2005, the Muriel McQueen Fergusson Centre for Family Violence Research partnered with the Fredericton Police Force to develop training on police officer response to intimate partner violence calls.¹ This paper describes the development of the training program, drawing attention to role played by a strong partnership and collaborative approach, and presents findings on the effect of the training on police officer response from focus groups held with those same officers one year after the training. The paper is limited by the missing voices of victims and their analysis of whether or not they perceive a difference in officer response to intimate partner violence.

Introduction

Since the 1970s, a variety of strategies have been developed with the goal of improving justice responses to intimate partner violence including domestic violence legislation focusing on the safety of victims and children (Holder, 2006; Labriola et al., 2007; Statistics Canada, 2006; Ursel, 2002a) and specialized court processes, balancing access to children with protection and expediting criminal court processes (Eley, 2005; Gover et al., 2007; Mazur & Aldrich, 2003). Among these efforts is training on domestic violence for criminal justice system personnel including police, lawyers, judges, probation officers, and victim services staff. Across North America there is evidence that specialized approaches including police training on the dynamics of domestic violence have positive effect on victim safety and support, the processing of cases through the justice system, and offender accountability (Ad Hoc Federal-Provincial-Territorial

¹ This paper is based on a preliminary reporting of focus group with the Fredericton Police Force by Elizabeth Blaney and Heather McTiernan, in collaboration with Jennifer Houle, Muriel McQueen Fergusson Centre for Family Violence Research, April 2008. This paper also benefited from comments made to the author by Rina Arseneault and Carmen Gill.
This paper is about a training program for police officers on intervening in cases of intimate partner violence. It is based on the findings from focus groups held with police officers one year after the initial training. The paper highlights the training components and those aspects officers found especially relevant, makes suggestions about dealing with training issues as they relate to the criminal justice system and intimate partner violence, and draws attention to the missing pieces and the work still to be done toward effective police intervention, as identified by the officers themselves. The paper supports the opinion that specialized police training is a critical component of effective justice response (Critical Components Project Team, 2008).

**Overview of the project**

In 2005, the Muriel McQueen Fergusson Centre for Family Violence Research (MMFC) partnered with the Fredericton Police Force (FPF) to develop a training program for police officers designed to assist them in providing effective response and intervention in cases of intimate partner violence. The importance of the partnership cannot be understated; a critical component to the success of the project was our recognition of the value of partnership among those with expertise in intimate partner violence and the specific sector being trained and members of the larger community. Conditions that were identified as crucial to the success of the partnership include shared ownership and equal responsibility for decision making, clearly defined roles and responsibilities, and mechanisms for effective information sharing.
The partnership has gone far beyond our initial expectations. We have developed resources for public education events, delivered conference papers, and co-authored articles tailored to spark interest of police officers and their agencies in pursuing their own training programs. We have also developed opportunities to share research.

The purpose of the project was to design a training package in a train-the-trainer format to support police officers that are in a position to train their peers about the dynamics of and effective response to intimate partner violence. A strength of this program, peer training, enables officers to share experiences, practicalities, and criticisms of their current interventions. The key learning objectives of the training material are to provide understanding of the:

- nature, impact and reality of intimate partner violence,
- role of police officers in responding to intimate partner violence calls, and
- impact of intimate partner violence on police officers.

In 2006, a two-day pilot training session was delivered to members of the FPF and MMFC made changes to the training manual based on officers’ input. Since that time the training program, Understanding the Impact of Intimate Partner Violence: Helping Police Officers to Better Intervene, has become a part of the orientation curriculum for officers of the FPF. This evaluation report documents the level of impact the training initiative has had for officers after its first year of implementation.

**Evaluation Approach**

Four objectives framed this particular evaluation component: to assess the extent to which the training has expanded the awareness and understanding that
police officers have of intimate partner violence; to assess whether the knowledge and perspective acquired through the training program has increased the preparedness of police officers to respond to intimate partner violence calls; to identify any changes in approach that have resulted from the training and document examples of how these changes have been applied in police work; and to highlight existing challenges for police officers dealing with intimate partner violence and identify ways to improve officer training and response effectiveness.

Four focus groups were held with a total of thirty focus group participants from the FPF. Participants included those police officers who have been trained by their peers and other agency members who participated in the initial pilot. A set of open-ended key questions which pertain to specific aspects of the training and subsequent response to intimate partner violence cases guided the focus groups and provided room for discussion. Results are summarized in the next section, followed by a discussion of the most significant impacts and ongoing challenges for police officers dealing with intimate partner violence cases. Because of the sensitive nature of some of the material, officers were also invited to provide additional confidential feedback in writing by mail after the focus group sessions.

**Findings**

The results from the focus groups are organized into three categories: nature, impact, and reality of intimate partner violence; role of police officers responding to intimate partner violence calls; and, moving forward: challenges and opportunities. Focus group participants statements about the training ranged. For

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2 A letter of invitation and focus group guide and questions are provided in the appendix.
some officers the material was new; for others the training was an opportunity to refresh and reiterate previous knowledge. An overview of the responses from focus groups is provided below. These results are presented in terms of the impacts from each of the major components of the training.

**Objective 1: Nature, Impact, and Reality of Intimate Partner Violence**

The first objective of the focus groups was to assess the effect of training on police officers’ knowledge of intimate partner violence. The responses are organized according to the following themes: knowledge of the dynamics of intimate partner violence, knowledge of police intervention in cases of intimate partner violence; knowledge of the Criminal Code of Canada and applications to intimate partner violence; knowledge of the role of police in supporting victims of intimate partner violence; knowledge of victim services and programs; knowledge of officer-involved intimate partner violence.

**a) Knowledge of the dynamics of intimate partner violence**

Focus group participants commented on how the training impacted their knowledge of the dynamics of intimate partner violence. Focus group participants stated that as a result of the training they:

- Have a better understanding of the leaving process, and why it is difficult for victims to leave;
- Have a better understanding of intimate partner violence statistics; how common and how pervasive;
- Learned that there is a new, more neutral, terminology (Intimate Partner Violence);
- Have a better understanding of the complexity of relationships and intimate partner violence;
- Have a better understanding of the barriers to leaving;
- Are more patient with victims;
- Are more current on the issue of intimate partner violence;
- Have moved beyond seeing incidents as only related to alcohol, but as part of a larger problem;
- Are prompted to be more cognizant of potential mitigating factors (addiction, economic dependence, etc.);
- Understand the importance of reflecting on their own biases and how these impact intervention;
- Have expanded their definition of intimate partner violence and therefore shaping their understanding of who can be victimized.

b) Knowledge of police intervention in cases of intimate partner violence

Focus group participants commented on how the training impacted their knowledge of police intervention in cases of intimate partner violence. These officers said they:

- Have had a change of attitude: leaving the situation without acting in some way is no longer an option;
- Are more likely to take a long term view of the incident(s), as opposed to focussing on the current incident;
- Are more likely to use and see value in risk assessment;
- Are able to take a wider view of situations that may not immediately present themselves indicators of as intimate partner violence (examples: threats to animals, damage to property);
- Are better able to explain the cycle of violence, and are therefore more likely to explain it to the victim (example: explaining to a victim the importance of taking action);
- Have broadened their options and resources for intervening;
- Are more likely to forefront the issue of intimate partner violence on arrival at the scene of a possible situation of intimate partner violence.

c) Knowledge of the Criminal Code of Canada and applications to intimate partner violence

Focus group participants commented on how the training impacted their knowledge of the Criminal Code of Canada and its applications to intimate partner violence. Overall, the training enhanced their understanding of the
application of sections of the Criminal Code in cases of intimate partner violence.

Specifically, the officers said that the training resulted in:

- Increased range of charges that apply to intimate partner violence (e.g., peace bonds in new situations, uttering threats, threats to hurt animals);
- Increased range of options to pursue, e.g., use of harassment charges even when something does not threaten to be physical;
- Increased knowledge of links between intimate partner violence and violence against animals and property offences;
- Increased diligence when reviewing files, where there might not have before been an understanding of the complexities of intimate partner violence, e.g., one called family services upon finding elder abuse in a file review.

**d) Knowledge of the role of police in supporting victims of intimate partner violence**

Focus group participants commented on how the training impacted their knowledge of the police role in supporting victims of intimate partner violence.

These officers said that as a result of the training they are:

- More likely to contact helping agencies;
- More likely to try to provide victims with some information about helping resources even though the role of frontline police may end with a referral to victim services;
- More likely to do more as a result of the heightened awareness that many have been victimized several times prior to calling the police and may actually call the police numerous times for help;
- More likely to spend the extra time and work harder to obtain statements, bring victim in, etc.;
- Increasing referrals;
- Using the abuse services information page in the Aliant telephone book;
- More likely to discuss with victims their options;
- Giving more attention to safety planning;
- Considering repeated incidents and contacts with victim as opportunities to provide more information;
- If victim does not want to leave, more likely to use tools such as risk assessment to help the victim understand the dynamics of intimate partner violence and the escalation of danger.

**e) Knowledge of victim services and programs**
Focus group participants commented on how the training changed their understanding of victim services programs and their applicability in efforts to support victims of intimate partner violence. These officers said that as a result of the training they are:

- More aware of where to look for services;
- Finding it easier to refer victims, knowing where the resource contacts are located;
- More aware that training on specific services would be of value.

**f) Knowledge of officer-involved intimate partner violence**

One focus group participant stated that “It was the first time anyone in ten years of training had addressed the issue”. Other focus group participants commented on the impact of learning about officer-involved intimate partner violence. These officers said that the training helped them to:

- Recognize that disclosure is very difficult for people working in policing;
- Realize the seriousness of their own situations;
- Recognize that the value in talking about and naming officer-involved intimate partner violence is to break the taboo of silence surrounding the issue;
- Think about how to address officer-involved intimate partner violence if someone disclosed.

**Objective 2: Role of Police Officers Responding to Intimate Partner Violence Calls**

The second objective of the focus groups was to assess the effect of the training on the role of police officers responding to intimate partner violence calls. The responses are organized according to the following themes: in a better position to intervene; putting intimate partner violence at the forefront for interveners; and impact of intimate partner violence on police officers.
a) In a better position to intervene

For many victims of intimate partner violence, police are the first and sometimes only point of contact with the justice system. Thus, each police intervention must carry the same message to the victim and the offender—that intimate partner violence is a serious crime, requiring a comprehensive investigation and action. In other words, offenders must know that abuse is a punishable crime and victims must be assured that their safety is an overriding concern for intervening police officers (Ursel, 2002).

Focus group participants stated that the training put them in a better position to respond to intimate partner violence calls. Reasons included: a better understanding that a victim’s struggle to deal with abusive partners is seldom resolved by a single call to the police; greater understanding about the “leaving process”; and, the barriers to leaving faced by victims. Focus group participants shared that this new depth of understanding has changed the way they look at incidents of intimate partner violence, and helped them deal with the frustration they may feel, e.g., “responding to multiple calls in a seemingly unchanging abusive situation”.

In Their Own Words...

“It caused you to look at the process, rather than seeing it as being concluded when you walk out the door.”

“[The training] drives home the point that it can’t be fixed in one swoop, but it is a process, and tries to alleviate the frustration of being called to the same site again and again. It also helps you not feel like you’ve failed if the charge doesn’t go through”

“The big thing I learned was how hard it is for women to get out of these situations… it helped me get a better perspective, and helped on the patience end of things.”

“You spend an extra 5-10 minutes to try to get them to the station, to find child care, …you go that extra mile.”

“…[K]nowing it’s probably the 20th time this has happened, that gave me a better understanding of how important it is to have a follow-up. I didn’t understand that before. Nobody had ever given me that explanation.”
Focus group participants said that the provision of statistics on the prevalence of intimate partner violence was helpful. According to one participant, “knowing that there is likely to have been multiple prior incidents by the time the police are called causes a change in attitude toward the situation”. In effect, this new knowledge has changed how some officers view the need to provide agency referrals, e.g., see the value in providing tools, information, and follow-up to victims, especially in situations where there appears no immediate action will be taken. According to one of the participants, “the awareness of the process of the lengthy leaving and of the rationale to assess lethality and dangerousness, heightened the understanding of why it is important to do something – why it is important to treat each intervention as if it is the last time, spend that extra five to ten minutes to try and get them to victim services, to find child care, go that extra mile now … so you take that extra step to get them down to the station.”

The training also addressed how police officers’ biases affect how police officers intervene in situations of intimate partner violence. Training alone cannot ensure some officers will relinquish biases; it was disturbing for the author to hear homophobic comments were still being made by trainees. Training efforts may, therefore, be less about changing attitudes and more about ensuring through minimum standards and supervision police officers are acting within current policy and practice guidelines. As a focus group participant stated, “different populations, unique barriers … this training is to give people an understanding that everyone may think that way at times, but you have to stay clear of that when you go into a domestic violence situation”.
In short, the focus groups reaffirmed that the knowledge gained in the training has the potential to benefit victims (through more patient and more empathetic intervention and increased referrals), and police officers by putting them in a better position to effectively intervene, contextualize the frustration they may feel with intimate partner violence calls, and locate their immediate interventions within a longer term approach.

b) Putting intimate partner violence at the forefront for interveners
Not all of the training content was new knowledge for all police officers. While some gained new understandings of intimate partner violence, others felt that they had a fair handle on the subject matter going into the training. For example, when asked to share examples of how they have been able to apply the Criminal Code as a result of the training one focus group participant claimed s/he “learned nothing new, except in cases of criminal harassment”. However another officer felt otherwise, “I remember right after we had this workshop, the very next cycle that we had, we went to a call of domestic dispute, and it was basically text book, he was threatening to kill the dog, kids, verbal, psychological, and economic abuse. It was like we were right back in the class. I think we would have reacted the same way, but with having the training, you could put it all into perspective, okay this is what we talked about, if we don’t do something now—we could explain, if you don’t take steps now, this is what it could lead to, and so on.”

In Their Own Words…
“*The training was beneficial in getting us into the 21st century with these issues.*”

“We’re reflecting on where we come from as individuals with our own baggage, so it’s been transitional.”
What was clear from the focus groups is that whether participants viewed the training as new learning or as a refresher, they did see the value in spending time to discuss intimate partner violence intervention, and in bringing these issues into the forefront of officers’ minds. Some focus group participants noted that the training provided a forum in which to reflect on best practices for responding to certain situations in an attempt to improve on their own interventions. In some ways, this is the benefit of having the training delivered by police officers to police officers – there is an ability to relate and reflect on common understandings and situations. As one participant stated, “there is not often room for reflection in day to day police work, and having the opportunity to discuss these issues with peers helps one become more aware of them”. Another pointed out that “at the scene of an incident some police officers may be prone to revert to old patterns”. Having the knowledge in the forefront of one’s mind is thus positive. As some explained it, the training helped modernize concepts and definitions of intimate partner violence, as well as updating on how new technologies (e.g., cell phone texting) are used to exert power and control over victims.

c) Impact of intimate partner violence on police officers

The training provided an opportunity to examine the impact of intimate partner violence on police officers. As one focus group participant mentioned, just naming this problem is valuable and it may lead to people seeking help on their own. Time spent looking at the impact of intimate partner violence on the lives of police officers, both as interveners and as victims and offenders in their own intimate lives proved valuable. As one participant claimed, “in ten years of
training, no one has ever addressed it [intimate partner violence] in that format”. While focus group participants recognized that police officers could be abusers and victims, they also recognized the difficulties for police officers in seeking help and for some the impossibility of speaking about the issue in the workplace. According to this officer, “it is really risky to disclose, because if you disclose, I have to arrest you”. However, naming intimate partner violence did raise awareness and created a context for officers to talk about the process of leaving, the experiences of victims of not reporting, and problems of disclosure. While there was still some resistance, talking about the impact of intimate partner violence also helped officers to “recognize an abusive situation, what to do if someone confides in you, what to do to start the ball rolling in the right direction, and you are a victim and we have to help you get the help we need … of course, we have not seen that opportunity arise yet, but we’re getting a sense of what to do if it does”.

Fear of judgment, reprisal, or ridicule, fear of exposing oneself, illusions of control and difficulty trusting other professionals may prevent people from talking about the impact of intimate partner violence on the personal lives of police officers, whether in the classroom or on the job, and seeking the help needed. “I think it provided a gateway for people to talk about it, whereas before it would never be spoken about—that is it—like I say, I am kind of unique in that I am really isolated from my workplace—part of an agency, but really not that closely tied into either.” Another office commented from a more cynical position, “Well, I am sure it would be helpful if you knew of it, but that is not the world we live in. But, there is value in talking about it, you might get something moving there,
nothing wrong with putting it out there, but how do you break through that unspoken rule that you do not share what happens at home”.

A focus group participant provided useful commentary, “From discussions during training and on break, people were very much of opinion that it is hard to step in, but it brought to light that there are avenues, within our department, through victim assistance, and employment assistance programs, and how to address intimate partner violence when you see these things happening with your colleagues without embarrassing anyone … that was something that came out of showing a lot of people that if they want to help without getting too involved, there are avenues….(if you talk to an officer you are duty bound—so it is very hard—you don’t want to disclose, or be the one disclosed to, it’s a delicate role). The victim of that, who do they go to … they can’t call police, buddies are there—that struck me because I never really thought about that”.

Regardless of whether or not police officers feel they can address the impact of intimate partner violence on their lives, it was our experience that effective justice system response to intimate partner violence requires training that brings the focus on society’s problems full-circle. None of us are immune to intimate partner violence.

Objective 3: Moving Forward: Challenges and Opportunities

The third objective of the focus groups was to provide focus group participants with an opportunity to comment on what they perceive are existing challenges to
effective justice response to intimate partner violence. The list included: volume of calls, lack of time to effectively respond to a particular situation, lack of cooperation of victims, apathy, time delays in the justice system between the 911 call and first appearance, reduction of a serious charge of assault to a less serious charge, excessive use of plea bargaining in domestic violence cases, and the failure of other criminal justice system professionals to take the work of police officers seriously.

a) Workload

Some officers expressed concern about their workload and how it may contribute to frustration and, ultimately, less effective intervention. They talked about the negative effects on successful interventions because of the routineness of intervening in a situation on multiple occasions; the feeling that police officers are providing only a band-aid solution to a situation that requires more substantive intervention and time; and, whether or not two days of training will solve this complicated issue for officers. On a more systemic level, officers expressed concern with both the frustration of uncooperative victims, and about re-victimizing victims of domestic violence in order to move a case forward. However, they also expressed a need for more research e.g., the use of video-taped statements.

b) Time and resource limitations

Time and resource limitations often restrict police officers’ ability to follow-up, play a more continuous role, or spend more time with a given case. For some the officers in our focus groups, training seems like “just one more thing on the plate and nothing will change until there are more resources”. While the training
cannot provide a solution to this problem, some officers did agree that it does provide an opportunity for officers to reflect on where the changes and improved resources are needed, and where they might have the greatest impact.

c) A collective justice system response

Many police officers told us that they are only one element of a larger system - if the other elements do not make the same efforts in intervention, prevention, enforcement, and protection, then they fear their effort may be ineffective. For example, focus group participants expressed frustrations with plea bargains and withdrawn charges. They suggested that Crown prosecutors, defence lawyers, and judges receive the same kind of training so that the depth of understanding is available at all levels of the system. As one officer stated, “the biggest frustration is that at the end of the day things go awry at the courthouse; offenders get a peace bond or a suspended sentence after we have done every thing required of us”. These same reports also confirm the importance of multi-disciplinary training and coordination of sector-specific training, including community-based service providers, to ensure that the same messages are being delivered to all justice system personnel and that various justice system personnel (including lawyers, crown prosecutors, judges, and victim service personnel) become familiar with each other’s roles and responsibilities. “It is good if officers are trained, but if other parties such as crown prosecutors and defence lawyers are not trained, then it does not work -- these are challenges we face as well, we feel asking victims to testify victimizes them”. Specialized training or use of a dedicated Crown prosecutor may exert a positive influence on the interaction between victims and prosecutors and result in increased use of innovative prosecution
strategies, including the use of 911 tapes, videotaped evidence, and increased levels of victim support. These kinds of strategies have been reported by some jurisdictions to have resulted in greater victim cooperation in IPV cases and greater safety for victims (Dawson & Dinovitzer, 2001).

d) Coordinated police approach

In addition to suggesting training for other levels of the legal system in order to strengthen efforts and avoid re-victimization, some suggestions were made to establish ways to coordinate intervention efforts within the police force, such as establishing a coordinator, or a specialized unit. Efforts to specialize justice system responses to intimate partner violence are already underway in other areas of the province. The establishment of a domestic violence court in Moncton in 2007 involves the close coordination on files between prosecutors, service providers, defence council, and police, among others.

Finally, officers made suggestions for further training in two regards. First, there was the suggestion that officers could be given more in depth training on the services available to victims in the community and provinces. A focus group participant stated, “It would be nice to see training on what different programs are out there for victims, I know there is a transition house, but that’s all I know – I know there are others, but I have to ask around … it would be good to have something to carry around in your duty bag, you could give it to her if she said nothing happened”. Second, there was the sense that, while repeating the training may not be necessary, there would be some value in providing refresher courses on the IPV intervention training, in order to bring the issues back to the fore for officers.
Conclusion

While police officers face challenges when intervening with cases of intimate partner violence, it is clear from the focus groups that there is also a level of enthusiasm and appreciation for fresh perspectives on the topic. The training prompted officers to re-think their own perspectives and, in some cases, rethink their approach in light of a deeper understanding of intimate partner violence. In all cases, the forum for discussing and re-thinking intervention in intimate partner violence appears to have had value, and will likely have permeable effects on attitudes and approach. However, while the focus groups were an opportunity to assess the impact of training from the perspective of police officers, there are limitations to this type of assessment. It was based on self-reports by police officers which may or may not reflect changes in how police intervene in cases of intimate partner violence. Equally importantly, follow-up needs to happen with victims and offenders; specifically those who have come into contact with police officers on more than one occasion, e.g., prior to and since training to assess whether or not they have seen a difference in police intervention as a result of specialized training. In addition, the team conducted this follow-up only one year after the initial training was implemented at the pilot stage. Our work does not tell us if specialized training makes a difference over time or if it is more effective when continuous.
REFERENCES


APPENDIX
January 9, 2008

Dear Fredericton Police Force Member,

Last year you participated in the training program “Understanding the Impact of Intimate Partner Violence: Helping Police Officers to Better Intervene,” (a joint initiative between the Fredericton Police Force and the Muriel McQueen Fergusson Centre for Family Violence Research). One year after the launch of the program, we are now undertaking to evaluate its success. We would like to invite you to contribute to this evaluation by sharing your thoughts on the program’s effectiveness in a focus group setting. Two focus groups (one for trainers and one for participants) will be held in January 2008.

Should you choose to participate in a focus group, you will be asked to reflect upon the training program and how it has impacted your knowledge of intimate partner violence and your intervention in these cases, and to provide comment if you so choose (all responses will remain anonymous). The focus group session will last approximately one hour, and lunch will be provided.

The objectives of the evaluation are to:

- assess the extent to which the program has expanded the awareness and understanding that police officers have of intimate partner violence;
- assess whether the knowledge and perspective acquired through the training program has increased the preparedness of police officers to deal with situations of intimate partner violence;
- identify any changes in approach that have resulted from the training, and document examples of how these changes have been applied in police work;
- highlight existing challenges for police officers dealing with intimate partner violence; and identify ways to improve officer training.

Michele Cronin of the Fredericton Police Force will be in touch with you regarding your participation and provide details regarding date and location. If you have further questions, you may contact me at the address above.

Sincerely,

Elizabeth Blaney, PhD
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Muriel McQueen Fergusson Centre for Family Violence Research
678 Windsor Street
Fredericton, N.B. E3B 5A3
Evaluation of the Police Training Program:
“Understanding the Impact of Intimate Partner Violence: Helping Police Officers to Better Intervene”

Objectives:

- assess the extent to which the program has expanded the awareness and understanding that police officers have of intimate partner violence;

- assess whether the knowledge and perspective acquired through the training program has increased the preparedness of police officers to deal with situations of intimate partner violence;

- identify any changes in approach that have resulted from the training, and document examples of how these changes have been applied in police work;

- highlight existing challenges for police officers dealing with intimate partner violence and identify ways to improve officer training.
Focus Group Guiding Questions:

1. **Understanding Intimate Partner Violence (IPV):** In the police officer training program you learned about what defines Intimate Partner Violence, and about the various forms and dynamics of IPV. Take a moment to think about how you understood IPV before the training, and compare that to what you know about it now. What is different? How has this affected your approach to domestic violence cases? Provide examples.

2. **Intimate Partner Violence and Police Work:** The officer training program included a discussion of responses to Intimate Partner Violence situations. How has this training affected your intervention in cases of domestic violence? Provide examples.

3. The officer training also covered provisions of the Criminal Code of Canada which can be drawn upon to address physical, sexual, psychological, and financial abuse, as well as property/animal abuse as they relate to intimate partner violence. Can you share examples of how you have been able to apply the Criminal Code as a result of the training?

4. In the officer training program you learned more about the police role in supporting victims of Intimate Partner Violence. How do you see your role now? What do you (or would you) do differently?

5. Has the training given you a better understanding of Victim Services Programs? How have you been able to apply this knowledge? Provide examples.

6. **Police Officers and Intimate Partner Violence:** The officer training program included some information about how to address IPV in the workplace and the vulnerability of police officers to being victims or offenders themselves. Have the suggestions for police officers who have experienced Intimate Partner Violence themselves been helpful? Provide examples.

7. **Existing Challenges:** What are some of the existing challenges in police work when it comes to effectively intervening in cases of Intimate Partner Violence not addressed in the training? Provide examples.

8. **Additional Comments:** Are there any other thoughts, comments, or concerns that you would like to share?