

**House File 401 - Introduced**

HOUSE FILE 401

BY DIEKEN, WHEELER, and  
SHIPLEY

**A BILL FOR**

1 An Act relating to a law enforcement agency providing  
2 annual training to law enforcement officers relating to  
3 de-escalation techniques and the prevention of bias.  
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 80B.11G, Code 2023, is amended to read  
2 as follows:

3 **80B.11G Annual training — de-escalation techniques and**  
4 **~~prevention of bias.~~**

5 1. A law enforcement agency shall provide annual training  
6 to every law enforcement officer on ~~issues relating to~~  
7 ~~de-escalation techniques and the prevention of bias.~~ Every law  
8 enforcement officer in the state must participate in annual  
9 training in accordance with [this section](#).

10 2. The academy shall develop and disseminate training  
11 guidelines for all law enforcement officers consistent with  
12 best practice guidelines.

13 3. Every law enforcement officer shall adhere to the  
14 training guidelines developed by the academy pursuant to this  
15 section. The training guidelines shall include all of the  
16 following:

17 *a.* An emphasis on law enforcement officer understanding  
18 ~~and respect for diverse communities~~ and the importance of  
19 effective, noncombative methods of carrying out law enforcement  
20 activities ~~in a diverse community.~~

21 *b.* ~~Instruction on diverse communities in order to foster~~  
22 ~~mutual respect and cooperation between law enforcement and~~  
23 ~~members of all diverse communities.~~

24 *c.* ~~An examination of the patterns, practices, and protocols~~  
25 ~~that cause biased law enforcement actions, and the tools to~~  
26 ~~prevent such actions.~~

27 *d.* ~~An examination and identification of key indices and~~  
28 ~~perspectives that make up differences among residents in a~~  
29 ~~local community.~~

30 *e.* ~~Instruction on implicit bias and consideration of the~~  
31 ~~negative impact of bias, whether intentional or implicit,~~  
32 ~~on effective law enforcement, including examination of how~~  
33 ~~historical perceptions of profiling have harmed community~~  
34 ~~relations.~~

35 *f.* ~~Instruction on the perspectives of diverse local~~

1 ~~constituency groups from experts on particular cultural and law~~  
2 ~~enforcement community relations issues in a local area.~~

3 ~~g. A presentation of the history and the role of the civil~~  
4 ~~rights movement and the impact on law enforcement.~~

5 ~~h. b.~~ Instruction on de-escalation techniques, including  
6 verbal and physical tactics to minimize the need for the use of  
7 force and nonlethal methods of applying force.

8 4. In developing the training guidelines, the academy shall  
9 consult with ~~the Iowa civil rights commission, groups and~~  
10 ~~individuals having an interest and expertise in the field of~~  
11 ~~cultural awareness and diversity, and advocacy organizations~~  
12 ~~with an interest and expertise in the field of biased law~~  
13 ~~enforcement actions. The academy shall also consult with local~~  
14 law enforcement agencies to consider challenges and barriers to  
15 providing training under the guidelines and methods to ease the  
16 burden on such agencies.

17

#### EXPLANATION

18 The inclusion of this explanation does not constitute agreement with  
19 the explanation's substance by the members of the general assembly.

20 This bill relates to a law enforcement agency providing  
21 annual training to law enforcement officers relating to  
22 de-escalation techniques and the prevention of bias.

23 Current law requires a law enforcement agency to provide  
24 annual training to every law enforcement officer on issues  
25 relating to de-escalation techniques and the prevention of  
26 bias.

27 The bill removes the requirement that annual training for  
28 law enforcement officers include training relating to the  
29 prevention of bias, instruction on diverse communities, causes  
30 of biased law enforcement actions, instruction on implicit  
31 bias, and the history and the role of the civil rights movement  
32 and the impact on law enforcement.