

TRAINING NOTES



State of Maryland

Parris N. Glendening, Governor, Kathleen Kennedy Townsend, Lt. Governor
Department of Public Safety and Correctional Services
Stuart O. Simms, Secretary

Police and Correctional Training Commissions

□ Donald G. Hopkins, Executive Director □

3085 Hernwood Road Woodstock, Maryland 21163 410 203-1000 TTY FOR THE DEAF 800 735-2258

January - February 2000 Volume 27, Number 1

From the office of the Executive Director

A LEGACY OF LEADERSHIP

A few weeks ago I joined over a thousand friends and family members to pay a final tribute to Coulbourn M. Dykes, retired Chief of the Salisbury Police Department. The memorial service was held at the Salisbury Civic Center, the only facility in the area which could accommodate the vast contingent of law enforcement officials, officers and Honor Guards, elected officials, community residents, friends and family members.

**Fair, practical, yet unswerving
in his demand for integrity
and character in police
certification applicants,
he "raised the bar"
for law enforcement
in Maryland.**

Ironically, many of those who came to mourn the passing of Chief Dykes had gathered in this same hall just a few short months earlier to celebrate with him his well deserved retirement.

Inside

EDI UPDATE.....	3
MCCPI UPDATE.....	3
LEGAL CORNER.....	4
FACTS ABOUT SEXUAL HARASSMENT.....	5
10 THINGS YOU CAN DO TO EFFECTIVELY DEAL WITH SEXUAL HARASSMENT.....	3
MARYLAND TRAINING SCHEDULE.....	6
APPROVED TRAINING.....	8
WHAT'S NEW AT THE RESOURCE CENTER.....	12
SURVEY.....	13

Find us on the World Wide Web: <http://www.dpscs.state.md.us/pct/train/>

As Chief of the Salisbury Police Department, Coulbourn Dykes was appointed by Governor Schaefer and confirmed by the Maryland Senate in 1995 to serve on the Police Training Commission. He was re-appointed by Governor Glendening in 1998 and remained on the Commission as a regional representative until his retirement. Chief Dykes was elected repeatedly by his fellow Commission members as Vice Chairman, serving in this capacity during most of his tenure.

While Coulbourn Dykes served his community and the State of Maryland in many capacities, it was while he was a member of the Police Training Commission that I developed an appreciation of his leadership. Often outspoken, always candid and uncompromising, Coulbourn Dykes demonstrated time and again his commitment to the enhancement of policing service in Maryland. His opinion as to the quality of officers we should be certifying often set the tone for Commission deliberations. Fair, practical, yet unswerving in his demand for integrity and character in police certification applicants, he "raised the bar" for law enforcement in Maryland.

I also recall one of my own personal conversations with Chief Dykes shortly after his initial appointment to the Commission. He related how he was "no fan" of the Police Training Commission and its regulations and hoped to change that. However, he went on to say, that he had discovered the critical role the Commission played and had gained a new respect and appreciation for the dedicated efforts of the Commission members and staff. I received the Chief's comments as a professional compliment and responded that with his help, we would do even better. Obviously neither one of us forgot that commitment.

Despite his official departure from the Police Training Commission upon his retirement, I always felt Coulbourn Dykes would continue to be an influential force in Maryland law enforcement. Even with his passing I remain confident in the legacy of leadership he bequeathed to us all.

MARYLAND POLICE AND CORRECTIONAL TRAINING COMMISSIONS

CORRECTIONAL TRAINING COMMISSION

David N. Bezanson, Chairman
Deputy Secretary
Dept. of Public Safety & Correctional Services

William W. Sondervan Ed.D, Commissioner
Division of Correction

Thomas H. Williams, Director
Division of Parole & Probation

Al Cohen
President, Md. Criminal Justice Assn.

Sheriff George F. Johnson, IV
President, Md. Sheriffs' Association
Represented by:
Sheriff Frederick Davis
Charles County Sheriff's Office

Michael Fitzgerald
Federal Bureau of Prisons

Dr. Calvin W. Burnett, President
Coppin State College
Represented by:
Dr. Jerusa C. Wilson

J. Joseph Curran, Jr., Attorney General
Represented by:
Stuart M. Nathan, Esq., Principal Counsel
Dept. of Public Safety & Correctional Services

James P. O'Neill
President, Md. Correctional Administrators Assn.

Appointed Members:

LaMonte E. Cooke, Vice-Chairman
Warden, Queen Anne's County
Department of Corrections

Barry L. Stanton, Director
Prince George's County
Dept. of Corrections

POLICE TRAINING COMMISSION

Col. David B. Mitchell, Chairman
Secretary, Department of State Police

David N. Bezanson
Deputy Secretary
Dept. of Public Safety & Correctional Services

Richard M. Mosquera
Special Agent-in-Charge
Federal Bureau of Investigation

Sheriff George F. Johnson, IV
President, Md. Sheriffs' Association

Rodney Bartlett
President, Fraternal Order of Police

Chief Walter E. Chase, Sr. (retired)
President, Eastern Shore Police Association

Chief Wallace Mitchell,
President, Md. Chiefs of Police Assn.

Dr. Donald N. Langenberg, Ph.D
Chancellor University of Maryland System
Represented by:
Dr. Charles F. Wellford

Robert G. Peppersack, Sr.
President, Md. Law Enforcement Officers, Inc.

Commissioner
Baltimore Police Department
Represented by:
Col. Victor Gregory

J. Joseph Curran, Jr., Attorney General
Represented by:
Stuart M. Nathan, Esq., Principal Counsel
Dept. of Public Safety & Correctional Services

Appointed Members:

Sheriff Charles F. Mades, Vice-Chairman
Washington Co. Sheriff's Office

Chief Joseph S. Johnson
Annapolis Police Department

Sheriff R. Hunter Nelms
Wicomico Co. Sheriff's Office

AGENCY STAFF

410 - 750-6500 Fax 410 -203-1010

Office of the Executive Director
410 - 750-6525
Executive Director - Donald G. Hopkins
Asst. Attorney General - Holly K. Funk
Admin. Asst. - Maria Koenig

Executive Development Institute
Administrator - Theresa M. Satterfield
Admin. Asst. - Janet Hollenbeck

Community Crime Prevention Institute
410 - 203-1006 800 - 303 - 8802
Administrator - Patricia Sill
Admin. Asst. - Joyce Gary

Drug Abuse Resistance Education (D.A.R.E.)
State D.A.R.E. Coordinator - Sgt. Gary Chatfield

Education & Training Section
Deputy Director - Patrick L. Bradley, Esq.
Admin. Asst. - Janet Finch
Admin. Police Trng - Carl L. Bart, Jr.
Admin. Asst. - Rhonda Hill
Police Program Coord - Patrick O. Smith
Admin., Correctional Trng - Gloria A. Herndon
Admin. Police Recruit Training - Lee Goldman
Curriculum Development Specialist - Darla Neusbaum

Correctional Entrance Level Program
410 - 461 -7261
Supervisor - E. Ray Henderson
Registrar - Rhoney Williams

Data Services
Data Services Manager - Carl L. Bart, Jr
Data Services Coordinator - Richard Browne

Administrative Services Section
Assistant Director - Francis L. Manear
Fiscal Officer - Michael G. Pense, C.P.A.
Certification Officer - Chris Melville
Certification Specialist - Ann Kochanski
Admin. Asst. - Terry Weil

Support Services Section
Assistant Director - Raymond A. Franklin
Admin. Asst. - Celeste Keim
Librarian - Joan Bourne
Audiovisual Specialist - Lewis Pindell
Electronics Technologist - Chris Esser
Film Reservations (410-750-6531)

Community Oriented Policing Program
410 - 750-6573

Driver Training Facility
Administrator - Lt. Al Liebno
Admin. Asst. - Linda Ellison
410-549-5732 Fax 410-549-5710
7310 Slacks Road
Sykesville, MD 21784

Firearms Training Facility
Rangemaster - Shannon Bohrer
Admin. Asst. - Deborah Kowalski
410-549-5732 Fax 410-549-5710
7320 Slacks Road
Sykesville, MD 21784

TRAINING NOTES

TRAINING NOTES is published bimonthly by the Maryland Police and Correctional Training Commissions and is distributed to all law enforcement and correctional units in the state. Single copies are available by special request. Please include first class postage.



ASST DIRECTOR SUPPORT SERVICES.....RAY FRANKLIN
EDITOR.....JOAN BOURNE
ARTDIRECTOR.....LEWIS PINDELL

Training Notes is available online at
<http://www.dpscs.state.md.us/pct/train/>

EXECUTIVE DEVELOPMENT INSTITUTE UPDATE

by: Theresa Satterfield, Administrator

LEADERSHIP CHALLENGE IX

The November session was on the Elderly and the speakers provided pertinent information. The December session on Technology was held in Gaithersburg and was well received.

EXECUTIVE SEMINARS

The Executive Development Institute's program schedule is in this issue of Training Notes. Schedule will be updated as necessary.

MID MANAGEMENT PROGRAMS

The Byrne Grant funding for the Correctional Mid Management Programs will be exhausted with the February classes. The programs have received excellent reviews from both the individuals who attended and their agencies.

A similar program for Law Enforcement is under development.

EXECUTIVE OFFICER PROGRAMS

The sixth annual nine day, Law Enforcement Executive Officer Program will be held April 2-4, 9-11 and 16-18, 2000.

The six day, Correctional Executive Officer Program will be held May 7-9 & 21-23, 2000.

Notices will be sent out shortly. Plan ahead, there is a charge for these programs. (Approximate cost between \$200 - \$300.)

CAREER TRACK PROGRAM

The Career Track initiative is well under way and further information is forthcoming.

PROFESSIONAL DEVELOPMENT FUND

Twenty-five requests were received, 16 specifically police related, 8 corrections related, and one applicable to both. Meetings are being scheduled for the two review panels to make the final decisions. All applicants will be notified in writing. Awards will be announced in Training Notes in a future issue.

MARYLAND COMMUNITY CRIME PREVENTION INSTITUTE MARYLAND MCCPI UPDATE:

by Patricia L. Sill, Administrator

1999 Governor's Crime Prevention Awards

The 20th Annual Governor's Crime Prevention Awards Ceremony took place on Wednesday, December 1, 1999 at the Best Western Hotel and Conference Center in Baltimore.

There were over 350 persons present to honor the 194 award recipients representing private citizens, community groups, businesses, law enforcement officers, and law enforcement agencies from throughout Maryland, each of whom made outstanding contributions to the furtherance of crime prevention programming in their communities.

The ceremony featured a luncheon, followed by presentation of the awards by Department of Public Safety and Correctional Services Secretary Stuart Simms, Major Frank Moran of the Department of Maryland State Police (representing Colonel David Mitchell), and Mr. Donald Hopkins, Executive Director, Police and Correctional Training Commissions. Co-sponsors of the event were the Department of Public Safety and Correctional Services, the Police and Correctional Training Commissions, the Maryland Community Crime Prevention Institute, and the Maryland Crime Prevention Association. Mr. Jack Calhoun, President and CEO of the National Crime Prevention Council, was the Keynote Speaker.

Special crime prevention awards were presented to Mr. Calhoun and Ms. Bonnie McCausey of UPN-Channel 24 for ongoing support of crime prevention/public awareness efforts in Maryland. In addition, in recognition of twenty years with this program, Governor Parris Glendening proclaimed December 1, 1999 as "Salute to Patricia L. Sill Crime Prevention Day." Since its inception in 1980, 2,163 recipients have received recognition through this program.

A Summary of Recipients of Maryland's Governor's Crime Prevention Awards from 1980 to 1999 has been prepared by Mr. Robert Lassahn, Crime Prevention Specialist, MCCPI, and is available by calling the MCCPI Office at (410) 203-1006 or 800-303-8802. Additional information on the program and the 1999 recipients is also available at this number.

The Maryland Community Crime Prevention Institute extends congratulations to all of the 1999 recipients and looks forward to the 21st year of this program in 2000.

Legal Corner

by Holly Funk, Assistant Attorney General

Search & Seizure - Warrant Requirement - No "Murder Scene" Exception

While Flippo and his wife were vacationing at a cabin in a state park, Flippo called 911 to report he and his wife had been attacked. Police arrived and found Flippo outside the cabin with injuries to his head and legs, and found his wife inside with fatal head wounds. Flippo was later indicted for her murder. Police secured the area, and processed the crime scene for over 16 hours, during which time they found an unopened briefcase on a table in the cabin. They opened the briefcase and seized its contents: inside an envelope were photos and negatives of a man taking off his jeans. Flippo was a minister, and the man in the photos was his friend and congregation member. Police suspected Flippo's wife's disapproval of the relationship was a motive for her murder.

Flippo moved to suppress the photos and negatives, arguing that police had not obtained a warrant, and that no exception to the warrant requirement justified the search and seizure. The trial court denied the motion, finding that once the homicide scene was secured, "anything and everything found within the crime scene area" was fair game. The U.S. Supreme Court rejected the prosecution's argument that, because a homicide had recently occurred at the scene, there was a generalized "murder scene" exception to the warrant requirement. *Flippo v. West Virginia* (1999 WL 824496, U.S. Supreme Court, per curiam)(October 18, 1999).

Coming Soon - the U.S. Supreme Court reviews 3 suspects' rights cases:

- Are Miranda warnings required when officers interrogate suspects in custody? *Dickerson v. U.S.*, (1999 WL 593195, Dec. 6, 1999). In February 1999, the 4th Circuit ruled that the failure of police to give a suspect a warning about rights did not bar the use of a subsequent confession, as long as the suspect "voluntarily" confessed. The 4th Circuit decision was based on part of the federal Omnibus Crime Control Act of 1968, which Congress passed in response to the landmark *Miranda* case. The Supreme Court will decide whether *Miranda* or the "voluntariness" standard governs suspects' confessions, and may clarify the application of its decision to federal and state prosecutions. NOTE: Officers should make no changes to their *Miranda* procedures pending this decision. The *Dickerson* decision currently applies only to federal prosecutions in Maryland, North Carolina, South Carolina, Virginia, and West Virginia. Argument is in April 2000.
- For purposes of the 4th Amendment, does a search occur when a law enforcement officer "squeezes" a

bus passenger's personal carry-on luggage to determine its contents? *Bond v. U.S.*, 120 S.Ct. 320 (Oct.12, 1999). Argument is February 29, 2000.

- Is an anonymous tip which states that a person is carrying a concealed firearm at a specific location, with a detailed description of the person and his attire, sufficiently reliable to justify an investigatory detention and frisk where the police immediately verify the accuracy of the tip? *Florida v. J.L.*, 120 S.Ct. 395 (Nov. 1, 1999). Argument is February 29, 2000.

Sexual Harassment- Employer's Liability

Two recent U.S. Supreme Court cases clarify employer's liability for acts of supervisors in sexual harassment cases under Title VII, Burlington Industries, Inc. v. Ellerth, 118 S.Ct. 2257 (1998), and Faragher v. City of Boca Raton, 118 S.Ct. 2275 (1998). An overview of the standard:

When a supervisor's sexual harassment causes a tangible employment action for an employee, the employer is vicariously liable for the supervisor's harassment regardless of whether the employer knew/should have known about it, and regardless of whether the employer took steps to stop the harassment after learning about it. This is strict vicarious liability for the employer for acts of the supervisor in tangible employment action cases. Tangible employment action is a significant change in employment status - hiring, firing, failure to promote, or a significant change in benefits - usually inflicting direct economic harm on the employee.

Where the employee does not suffer a tangible employment action, but suffers a hostile work environment based on the supervisor's sexual harassment, the employer is vicariously liable for the hostile environment, unless the employer can prove both: (1) employer exercised reasonable care to prevent and promptly correct sexually harassing behavior; AND (2) complainant unreasonably failed to take advantage of preventive or corrective opportunities provided by employer, or to otherwise avoid the harm. So where there is sexual harassment by a supervisor, but no tangible employment action, the employer may be able to avoid liability by proving, for example, that it promulgated an anti-harassment policy with an effective complaint procedure, and that the complaining employee unreasonably failed to use the complaint procedure.

continued on page 5

continued from page 4
Legal Corner

FACTS ABOUT SEXUAL HARASSMENT

We have received several questions about sexual harassment recently, so here are some facts that may be helpful:

Q: What is it?

A: Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature so severe it creates a work environment that reasonable people would find hostile or abusive, when: (1)submitting to the conduct is a (spoken or unspoken) term or condition of the victim's employment; (2)submitting to or rejecting the conduct is the basis for employment decisions; or (3)the conduct unreasonably interferes with the victim's work performance, or creates an intimidating, hostile or offensive working environment. To determine whether an environment is sufficiently hostile or abusive, look at all the circumstances, including how often the discriminatory conduct happens, its severity, whether it is physically threatening/humiliating (or merely offensive). Sexual harassment is not necessarily motivated by sexual desire - it is discrimination because of someone's sex.

Q: Isn't it difficult to know what is and is not sexual harassment?

A: Yes, it can be, because so much depends on perception. But case law and EEOC guidance say that conduct is sexual harassment when a reasonable person would find the conduct, taken in its entirety, offensive, and the person's response to the conduct affects their job. Simple teasing, offhand comments, and isolated incidents (unless serious) are generally not actionable.

Q: Can employers be held liable for the sexual harassment of their employees?

A: Yes. It is unlawful for employers to discriminate when making hiring or employment decisions because of an individual's race, religion, sex, or national origin. Title VII of the Civil Rights Act of 1964, 42 USC §2000e-2(a)(1). Most employees who sue, claiming they were sexually harassed, will bring a claim under Title VII.

10 THINGS YOU CAN DO TO EFFECTIVELY DEAL WITH SEXUAL HARASSMENT AND AVOID LIABILITY

1. Take each sexual harassment complaint seriously, treat each complainant with respect, and professionalism, and take prompt action on all complaints. Don't make a complaining employee feel that he or she must file a lawsuit to have a complaint addressed.
2. Consistent with your agency's policy, document all complaints immediately, and conduct a prompt investigation - or refer the complaint for prompt investigation.
3. Keep the complaint as confidential as possible. But don't promise confidentiality if you can't guarantee it - conducting an investigation may make it impossible to keep it 100% confidential.
4. In volatile situations, consider taking immediate action until the matter is resolved
5. Draft your policy in plain language, emphasize zero tolerance, and include language prohibiting retaliation against employees who complain or cooperate with investigations.
6. Identify at least 2 people who can receive sexual harassment complaints. This avoids forcing employees to complain to their alleged harassers.
7. Circulate your policy to all employees, including those employees at "outpost" locations.
8. Periodically review the policy to assess its effectiveness, and consider doing exit interviews.
9. As an employee, know your rights and obligations under your agency's policy. Clearly state your objections to offensive behavior, and - if necessary - speak with your agency's EEO representative to follow procedures for filing a complaint.
10. Go beyond the legal minimum. Strive for maintaining a professional work environment where no employee feels demeaned because of sex, race, religion, or disability. If you encounter situations you don't know how to handle, promptly contact your EEO designee, your supervisor, and, if necessary, your agency's legal advisor through proper channels.



MARYLAND TRAINING SCHEDULE

Training Notes is available online at <http://www.dpscs.state.md.us/pct/train/>

The dates and locations of training programs listed are subject to change or cancellation without prior notice. Although PCTC will make reasonable effort to schedule displaced applicants in other training classes, final responsibility for personnel receiving mandated training within the prescribed time period remains with the employing agency. Employing agencies are encouraged to register their personnel in mandated programs as early as possible.

CORRECTIONAL ENTRANCE LEVEL TRAINING Maryland Correctional Training Academy in Woodstock

The below dates are subject to adjustment/cancellation due to the hiring practices and enrollment of those institutions that use this academy. Administrators are advised to schedule their employees for training as early as possible after employment. The classes will have a maximum enrollment of 42.

Beginning Date	Class#	Graduation
January 19, 2000	2000-1	February 24, 2000

For registration information concerning these programs, please contact Rhuney Williams at (410) 461-7256. Find us on the World Wide Web: <http://www.dpscs.state.md.us/pct/train/>

CORRECTIONAL FIRST LINE ADMINISTRATOR AND SUPERVISOR TRAINING PROGRAMS

Correctional First Line Supervisor Training 5 Days (Limit 28)

FEE: \$45.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

January 24-28, 2000	Frederick County Public Safety Facility
March 13-19, 2000	Community College-Balto. Co.-Owings Mills
May 15-19, 2000	Community College-Balto. Co.-Owings Mills
September 25-29, 2000	Community College-Balto. Co.-Owings Mills
October 23-27, 2000	Community College-Balto. Co.-Owings Mills

Correctional First Line Administrator Training 7 Days (Limit 18)

FEE: \$65.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

April 3-5 and 17-20, 2000	MD Corr. Training Academy-Woodstock
October 2-4 and 16-19, 2000	MD Corr. Training Academy-Woodstock

INSTRUCTIONS: A Nomination Form MUST be completed for each person, signed by the Agency Head & submitted to Gloria Herndon. For additional information on Correctional Supervisor, Administrator and Specialized programs, contact Gloria Herndon at (410) 203-1000.

POLICE INSTRUCTOR, ADMINISTRATOR AND SUPERVISOR TRAINING PROGRAMS

1999-2000 TRAINING PROGRAMS - SCHEDULE

Instructor Training-Police & Correctional (Limit 20)

FEE: \$90.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

January 10-14, 2000	Community College of Baltimore County
Jan 31-Feb 4, 2000	Community College of Baltimore County
Feb 28-Mar 3, 2000	Community College of Baltimore County
April 3-7, 2000	Eastern Shore Criminal Justice Academy
May 1-5, 2000	Community College of Baltimore County
June 5-9, 2000	Community College of Baltimore County
July 10-14, 2000	Community College of Baltimore County
July 31-August 4, 2000	Community College of Baltimore County
September 11-15, 2000	Southern Maryland Police Training Aca.
October 2-6, 2000	Community College of Baltimore County
Oct 30-Nov 3, 2000	Harford County Sheriff's Office at HCC
December 4-8, 2000	Community College of Baltimore County

INSTRUCTIONS: For any programs listed above, a Nomination Form MUST be completed for each person, signed by the Agency Head and submitted to Patrick O. Smith. For additional information on Police & Correctional Instructor Training, Police Administrator or Police Supervisor Training programs, contact Patrick O. Smith at 410/750-6500.



MARYLAND TRAINING SCHEDULE

Training Notes is available online at <http://www.dpscs.state.md.us/pct/train/>

INSTRUCTIONS: For any programs listed above, a **Nomination Form MUST** be completed for each person, signed by the Agency Head and submitted to Patrick O. Smith. For additional information on Police & Correctional Instructor Training, Police Administrator or Police Supervisor Training programs, contact Patrick O. Smith at 410/750-6500..

Police Supervisor Training Program (Limit 30)

FEE: \$90.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

February 7-11, 2000	Community College of Baltimore County
April 10-14, 2000	Community College of Baltimore County
May 15-19, 2000	Easton Police Department
June 12-16, 2000	Community College of Baltimore County

Police Administrator Training Program (Limit 30)

FEE: \$90.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

January 24-28, 2000	Community College of Baltimore County
March 6-10, 2000	Community College of Baltimore County
May 8-12, 2000	Community College of Baltimore County

EXECUTIVE DEVELOPMENT INSTITUTE PROGRAMS CALENDAR YEAR 2000

LEADERSHIP SCHOOL (3 Days)

January 25-27, 2000	Howard County
February 15-17, 2000	Baltimore
March 21-23, 2000	Annapolis
April 24-26, 2000	Frederick County
May 16-18, 2000	Frederick City
June 27-29, 2000	Wye Mills
July 18-20, 2000	Frederick County
August 22-24, 2000	Annapolis
September 19-21, 2000	Frederick City
October 10-12, 2000	Baltimore
November 14-16, 2000	Wye Mills

LAW ENFORCEMENT EXECUTIVE OFFICER PROGRAM (9 Days)

April 2-4, 9-11, & 16-18, 2000

CORRECTIONS EXECUTIVE OFFICER PROGRAM (6 Days)

May 7-9 & 21-23, 2000

PATROL WORKLOAD ANALYSIS AND RESOURCE ALLOCATION (2 Days)

July 28 & 29, 2000	Baltimore
November 9 & 10, 2000	Baltimore

Please Note: There is a charge for all of the above programs. Further information, to include costs and locations, will be provided in future issues.

PCTC is not responsible for the content and delivery of training programs sponsored by other agencies. Programs listed in Training Notes are listed as a service to readers and do not imply endorsement by the Police and Correctional Training Commissions.

CSXT RAILROAD POLICE TRAINING COURSE CSX Transportation, Inc., Rail Transit Group

Program covers the enforcement aspects of "Operation Lifesaver" which concerns rail/highway accidents and also addresses the problem of railroad theft and vandalism.

For information regarding training dates, location and subject matter, please contact Superintendent S. L. Gregory at (410) 613-5192.



APPROVED TRAINING

TRAINING PROGRAMS APPROVED BY POLICE TRAINING COMMISSION (Additions since June '99 Training Notes)

(E=Entry Level) (I=Inservice) (F=Firearms) (M=Miscellaneous) (L=LETN)

AGENCY PROG. APPR#	TYPE	HOURS	APPROVED	EXPIRES
TRAINING PROGRAMS APPROVED BY POLICE TRAINING COMMISSION				
ANNAPOLIS POLICE				
P5064 GENERAL IN-SERVICE FOR LINE OFFICERS	I	21.0	12/01/1999	11/30/2002
P5065 GENERAL IN-SERVICE FOR SUPERVISORS	I	22.0	12/01/1999	11/30/2002
BALTIMORE CITY POLICE				
P5048 LESS THAN LETHAL INSTRUCTOR COURSE	I	8.0	11/23/1999	11/22/2002
BALTIMORE CITY POLICE ACADEMY				
P5044 BALTO CITY ELT #99-05	E	1356.5	11/22/1999	11/21/2000
P5045 BALTO CITY COMP. COMPLIANCE	E	200.0	11/22/1999	11/21/2002
BALTIMORE CO POLICE				
P5020 ADVANCED SUPERVISOR SCHOOL	I	32.5	10/28/1999	10/27/2002
P5035 GENERAL IN-SERVICE FOR OFFICERS	I	21.0	11/16/1999	11/15/2002
P5036 GENERAL IN-SERVICE FOR SUPERVISORS	I	21.0	11/16/1999	11/15/2002
P5037 GENERAL IN-SERVICE FOR LIEUTENANTS	I	21.0	11/16/1999	11/15/2002
CARROLL CO SHERIFF				
P5025 PBT	I	8.0	11/03/1999	11/02/2002
P5026 CIVIL PROCESS	I	24.0	11/03/1999	11/02/2002
P5027 ASP BASIC BATON CERTIFICATION	I	8.0	11/05/1999	11/04/2002
DELMAR POLICE				
P5023 BASIC INVESTIGATOR SCHOOL	I	35.0	10/29/1999	10/28/2002
DEPT OF STATE POLICE				
P5061 SUPERVISOR TRAINING PROGRAM	I	35.0	11/30/1999	11/29/2002
EASTERN SHORE CRIMINAL JUSTICE ACAD				
P5034 ANALYTICAL INVESTIGATIVE TECHNIQUES I	I	40.0	11/16/1999	11/15/2002
P5046 INSURANCE FRAUD INVESTIGATION	I	8.0	11/23/1999	11/22/2002
FREDERICK CO SHERIFF				
P5072 PERFORMANCE EVALUATIONS	I	2.0	12/01/1999	11/30/2002
GAITHERSBURG POLICE				
P5028 FIREARMS ELT AUTO WEAPON AR-15 RIFLE	F	30.0	11/10/1999	11/09/2002
P5029 FIREARMS ANNUAL	F	2.0	11/12/1999	11/11/2002
P5030 FIREARMS-TRANSITIONAL	F	9.5	11/12/1999	11/11/2002
P5044 GENERAL IN-SERVICE PROGRAM	I	18.0	12/10/1999	12/09/2002
GREENBELT POLICE				
P5032 SUPERVISING & MANAGING INT AFFAIRS	I	14.0	11/16/1999	11/15/2002
IN THE LINE OF DUTY				
P5053 VOL 5-PROG 1: ALABAMA OFFICER ASSAULT	M	1.0	11/30/1999	11/29/2002
P5054 VOL 5-PROG 2: VERBAL JUDO; BODY LANG II	M	1.0	11/30/1999	11/29/2002
KENT CO SHERIFF				
P5022 FIREARMS-TRANSITIONAL	F	6.0	10/29/1999	10/28/2002
LAUREL POLICE				
P5018 OFFICER SURVIVAL-BUILDING SEARCHES	I	2.0	10/26/1999	10/25/2002
P5019 OFFICER SURVIVAL-HIGH RISK TRAFFIC STOPS	I	2.0	10/26/1999	10/25/2002
LAW ENFORCEMENT TELEVISION NETWORK				
P4996 LETN:STREET CRIMES:UNDERCOVER OPERATION	L	0.5	11/01/1999	10/31/2002
P4997 LETN-RISK REDUCTION REVIEW 3	L	0.5	11/01/1999	10/31/2002
P4998 LETN:CULTURAL DIVERSITY, PART 3	L	0.5	11/01/1999	10/31/2002
P4999 LETN:CULTURAL DIVERSITY, PART 4	L	0.5	11/01/1999	10/31/2002
P5055 STREET CRIMES:UN'RCOVER OPERATIONS-PT 2	L	0.5	12/01/1999	11/30/2002
P5056 FLETC HATE/BIAS CRIMES SERIES, PART 2	L	0.5	12/01/1999	11/30/2002
P5057 LEGAL UPDATE:SUPREME COURT REVIEW, PT 2	L	0.5	12/01/1999	11/30/2002
P5058 RISK RED' REVIEW 4:CIVIL LITIGATION MG'T	L	0.5	12/01/1999	11/30/2002
P5059 CULT DIV'TY, PT 5:COMMUNICATION & DIV'TY	L	0.5	12/01/1999	11/30/2002
P5060 CULT DIV'TY, PT 6:LIBERTY & JUSTICE	L	0.5	12/01/1999	11/30/2002
MD TRANSPORTATION AUTHORITY POLICE				
P5033 STOP STICKS	I	3.0	11/16/1999	11/15/2002
MISCELLANEOUS/ONE TIME TRAINING				
P5040 HOMICIDE PART II	M	5.0	11/16/1999	11/15/2002
P5041 TRAIN THE TRAINER	M	1.5	12/07/1999	12/06/2002



APPROVED TRAINING

TRAINING PROGRAMS APPROVED BY POLICE TRAINING COMMISSION (Additions since June '99 Training Notes)

These are training programs which the Commission has approved for delivery. Provided that proper arrangements with the offering agencies have been made, these programs may be used by other agencies without prior Commission approval. Check with these agencies regarding dates, fees, and the like.

PROGRAM TYPE KEY

(E = Entry Level) (I = Inservice) (F = Firearms) (M = Miscellaneous) (L = LETN)

AGENCY PROG. APPR#	TYPE	HOURS	APPROVED	EXPIRES
MNCPPC-MONTGOMERY CO DIVISION P5063 FIREARMS-ANNUAL	F	0.0	12/01/1999	11/30/2002
MONTGOMERY CO POLICE ACADEMY P5031 MONTGOMERY CO. ELT SESSION #37	E	1080.0	11/09/1999	11/08/2000
PG MUNICIPAL POLICE ACADEMY P5047 GENERAL IN-SERVICE PROGRAM (2000) PRINCE GEORGES CO POLICE P5042 POLICE CORP SESS. #99-1 (LATERAL ENTRY)	I	21.0	11/23/1999	11/22/2002
PRINCE GEORGES CO POLICE ACADEMY P5051 P.G. CO. ELT #93	E	1047.5	11/24/1999	06/23/2000
PRINCE GEORGES COMMUNITY COLLEGE P5050 FIREARMS-TRANSITIONAL-PISTOL TO PISTOL P5066 FIREARMS-ANNUAL P5067 FIREARMS-ENTRANCE LEVEL	F	3.0	11/23/1999	11/22/2002
QUEEN ANNES CO SHERIFF P5049 ANNUAL IN-SERVICE (2000)	I	18.0	11/23/1999	11/22/2002
ROCKVILLE POLICE P5042 CULTURAL DIVERSITY P5043 CONTROLLED F.O.R.C.E.	I	2.0	12/09/1999	12/08/2002
SOUTHERN MD CRIMINAL JUSTICE ACAD P5068 POLICE & THE HANDICAPPED P5069 SUPERVISORY COMPLAINT INVESTIGATIONS P5070 DOMESTIC TERRORISM P5071 COMMUNITY POLICING	I	2.0	12/01/1999	11/30/2002
TAKOMA PARK POLICE P5021 BASIC BICYCLE COURSE P5041 GENERAL IN-SERVICE PROGRAM	I	40.0	10/29/1999	10/28/2002
THOMAS B FINAN CENTER P5038 HAZMAT P5039 FIRE SAFETY	I	1.5	11/16/1999	11/15/2002
U OF MD COLLEGE PARK POLICE P5062 UNIV. OF MD.-COLLEGE PARK-COMP. COMPLIAN P5052 GENERAL IN-SERVICE P5073 PR-24 & EXPANDABLE BATON RECERTIFICATION	C	111.0	11/30/1999	11/29/2002
WASHINGTON METRO TRANSIT ACADEMY P5043 WASHINGTON METRO TRANSIT POLICE-CC #53	E	152.0	11/22/1999	11/21/2002
WASHINGTON METRO TRANSIT POLICE P4494 AUTO THEFT	I	40.0	02/11/9999	02/10/2002



APPROVED TRAINING

TRAINING PROGRAMS APPROVED BY POLICE TRAINING COMMISSION (Additions since June '99 Training Notes)

(E=Entry Level) (I=Inservice) (F=Firearms) (M=Miscellaneous) (L=LETN)

AGENCY

PROG. APPR#

TYPE

HOURS

APPROVED

EXPIRES

TRAINING PROGRAMS APPROVED BY CORRECTIONAL TRAINING COMMISSION

ANNE ARUNDEL CO DEPT. OF DET. FAC.

C2875	SECURITY FUNDAMENTALS		8.0	12/14/1999	12/14/2003
C2881	MICROSOFT WORD 201		4.0	12/16/1999	12/15/2002
C2882	MICROSOFT POWERPOINT		8.0	12/16/1999	12/15/2002
C2883	MICROSOFT EXCEL 201		4.0	12/16/1999	12/15/2002
C2884	LEGAL LIABILITIES		4.0	12/16/1999	12/15/2002
C2885	AUTMATION FUNDAMENTALS		4.0	12/16/1999	12/15/2002
C2886	DRUG AWARENESS AND IDENTIFICATION		4.0	12/16/1999	12/15/2002
C2887	FIRE PREVENTION		8.0	12/16/1999	12/15/2002
C2888	GANG IDENTIFICATION		4.0	12/16/1999	12/15/2002
C2889	SECURITY AWARENESS		4.0	12/16/1999	12/15/2002
C2890	CHARACTERISTICS OF DOMESTIC VIOLENCE		8.0	12/16/1999	12/15/2002
C2891	FUGITIVES/EXTRADITIONS/IAD		8.0	12/16/1999	12/15/2002
C2892	ADDICTIONS, RELAPSE, AND RECOVERY		8.0	12/16/1999	12/15/2002
C2893	SEX OFFENDERS		8.0	12/16/1999	12/15/2002
C2894	GROUP WORK DYNAMICS		8.0	12/16/1999	12/15/2002
C2895	HIV COUNSELING TECHNIQUES		8.0	12/16/1999	12/15/2002
C2896	MANAGING BEHAVIOR		8.0	12/16/1999	12/15/2002

BALTIMORE CO BUREAU OF CORRECTIONS

C2864	INTERPERSONAL COMMUNICATIONS		16.0	12/07/1999	12/06/2002
CALVERT CO	DETENTION CENTER				
C2825	EMERGENCY RESPONSE BELT		6.0	12/02/1999	12/01/2002
C2826	PPCT		8.0	12/02/1999	12/01/2002
C2827	EMERGENCY RESPONSE TEAM		40.0	12/02/1999	12/01/2002
C2828	SELF DEFENSE		8.0	12/02/1999	12/01/2002
C2829	CPR (CERTIFICATION)		8.0	12/02/1999	12/01/2002
C2830	STANDARD FIRST AID (RECERTIFICATION)		4.0	12/02/1999	12/01/2002
C2831	CHEMICAL AEROSOL WEAPONS		6.0	12/02/1999	12/01/2002
C2832	DEFENSIV DRIVING		8.0	12/02/1999	12/01/2002
C2833	TEAR GAS & RIOT FORMATIONS		1.0	12/02/1999	12/01/2002
C2834	PRO-STRAINT RESTRAINT CHAIR		1.0	12/02/1999	12/01/2002
C2835	F.I.S.T. #333 POLICE TRAINING SUIT		1.0	12/02/1999	12/01/2002
C2836	BASIC COMPUTER OPERATIONS		8.0	12/02/1999	12/01/2002
C2837	ASP CERTIFICATION		8.0	12/02/1999	12/01/2002
C2838	FIRE SAFETY		2.0	12/02/1999	12/01/2002
C2839	CULTURAL DIVERSITY		4.0	12/02/1999	12/01/2002
C2840	SENSITIVITY TRAINING		3.0	12/02/1999	12/01/2002
C2841	EMERGENCY SECURITY PLANS		2.0	12/02/1999	12/01/2002
C2842	REPORT WRITING		3.0	12/02/1999	12/01/2002
C2843	BLOODBORNE PATHOGENS		2.0	12/02/1999	12/01/2002
C2844	SUICIDE PREVENTION		2.0	12/02/1999	12/01/2002
C2845	TRANSPORTATION OF INMATES		2.0	12/02/1999	12/01/2002
C2846	PRE-SERVICE TRAINING		80.0	12/02/1999	12/01/2002
C2847	STANDARD FIRST AID (CERTIFICATION)		8.0	12/02/1999	12/01/2002
C2848	CPR (RECERTIFICATION)		4.0	12/02/1999	12/01/2002

CARROLL CO DETENTION CENTER

C2859	STANDARD FIRST AID/CPR		7.0	12/07/1999	12/06/2002
C2860	REPORT WRITING		3.0	12/07/1999	12/06/2002
C2861	COMMUNICABLE DISEASES		3.0	12/07/1999	12/06/2002
C2862	SEXUAL HARRASSMENT		1.0	12/07/1999	12/06/2002

CECIL CO DETENTION CENTER

C2851	SEARCH PROCEDURES		1.0	12/07/1999	12/06/2002
C2852	ROUTINE & EMERG. HLTH CARE & REC. SCRNG		2.0	12/07/1999	12/06/2002
C2853	EVAC. & DISAS. PLANS & EMER. SEC. PLANS		4.0	12/07/1999	12/06/2002
C2854	SECURITY EQUIPMENT		1.0	12/07/1999	12/06/2002
C2855	BLOODBORNE & AIRBORNE PATHOGENS		1.5	12/07/1999	12/06/2002
C2856	INMATE DISCIPLINARY PROCEDURES		1.0	12/07/1999	12/06/2002
C2857	CLASSIFICATION & ORIENTATION PROCEDURES		1.0	12/07/1999	12/06/2002
C2858	FIRE AND SAFETY AND SCOTT AIR PACK		3.0	12/07/1999	12/06/2002

DORCHESTER CO DETENTION CENTER

C2872	DEVELOPING SUPERVISORY SKILLS		1.0	12/08/1999	12/07/2002
C2876	PROPERTY CONTROL PROCEDURES		1.0	12/08/1999	12/07/2002

EASTERN CORRECTIONAL INST

C2812	INTRODUCTION TO WINDOWS NT		6.0	11/22/1999	11/21/2002
C2813	WINDOWS NT -INTERMEDIATE LEVEL		6.0	11/22/1999	11/21/2002
C2814	INTRO. TO WINDOWS WORD-BEGINNING LEVEL		6.0	11/22/1999	11/21/2002
C2815	INTRODUCTION TO WINDOWS EXCE;		6.0	11/22/1999	11/21/2002
C2816	INTRO. TO WINDOWS ACCESS-BEGINNING LEVEL		6.0	11/22/1999	11/21/2002
C2817	FORKLIIFT SAFETY		3.0	11/22/1999	11/21/2002



APPROVED TRAINING

TRAINING PROGRAMS APPROVED BY POLICE TRAINING COMMISSION (Additions since June '99 Training Notes)

AGENCY PRQG. APPR#	(E=Entry Level) (I=Inservice) (F=Firearms) (M=Miscellaneous) (L=LETN)	TYPE	HOURS	APPROVED	EXPIRES
HOWARD CO DEPARTMENT OF CORRECTIONS					
C2849 STAFF SEXUAL MISCONDUCT WITH INMATES		I	3.0	12/07/1999	12/06/2002
KENT CO DETENTION CENTER					
C2869 CPR RECERTIFICATION		I	3.0	11/16/1999	11/15/2002
C2877 LOCK UP USA TRAINING TAPES		I	12.0	12/09/1999	12/08/2002
C2878 LOCK UP USA TRAINING TAPE		I	1.0	12/09/1999	12/08/2002
C2879 LOCK UP USA TRAINING TAPES		I	12.0	12/09/1999	12/08/2002
MD DIVISION OF CORRECTIONS					
C2818 SGT. TRNG.: PT. 1 "ELEMENTS OF SUPEVISON		I	7.0	11/22/1999	11/21/2002
C2850 SERGEANT'S TRAINING-ADMINISTRATIVE		I	4.0	12/07/1999	12/06/2002
C2868 STRESS MANAGEMENT		I	3.0	12/07/1999	12/06/2002
C2899 DRIVER IMPROVEMENT: SELF LEARNING PACKET		I	0.5	12/17/1999	12/16/2002
C2900 TOOL CONTROL: SELF LEARNING PACKET		I	0.5	12/17/1999	12/16/2002
C2901 SEXUAL HARASSMENT: SELF LEARNING PACKET		I	0.5	12/17/1999	12/16/2002
C2902 AIRBORN/BLOODBORNE PATHOGENS: SELF LERN		I	0.5	12/17/1999	12/16/2002
C2903 KEY CONTROL: SELF LEARNING PACKET		I	0.5	12/17/1999	12/16/2002
C2904 USE OF FORCE		I	1.5	12/17/1999	12/16/2002
C2905 CRISIS INTERVENTION		I	1.0	12/17/1999	12/16/2002
C2906 EMERGENCY PLANS		I	2.5	12/17/1999	12/16/2002
C2907 DECISION MKG SCENARIOS FOR CORR. STAFF		I	1.0	12/17/1999	12/16/2002
MD DIVISION OF PAROLE & PROBATION					
C2823 PRO-PROSECUTION TRAINING		I	3.0	10/29/1999	10/28/2002
C2865 HOT SPOTS		I	3.0	12/07/1999	12/06/2002
C2908 VICTIM ISSUES- LET OUR VOICES BE HEARD		I	1.2	12/17/1999	12/16/2002
C2909 ADDICT. TRTMT & COMM. SUPERVISION		I	1.2	12/17/1999	12/16/2002
C2910 DEPTMT OF CORR TRANS. PRE-REL PROJECT		I	1.2	12/17/1999	12/16/2002
C2911 STRESS MNGT HOW TO KEEP YOUR COOL IN HTS		I	1.2	12/17/1999	12/16/2002
C2912 GRANT CREATIVITY- MONE IS GONE, NOW WHAT		I	1.2	12/17/1999	12/16/2002
C2913 COMMUNITY POLICING IN HOTSPOTS		I	1.2	12/17/1999	12/16/2002
C2914 ALTERNATIVE DISPATCH RESOLUTION		I	1.2	12/17/1999	12/16/2002
C2915 INNOVATIONS IN COMM PROSECUTION		I	1.2	12/17/1999	12/16/2002
C2916 COMPLEMENTARY & ALTERNATIVE THERAPIES		I	6.0	12/17/1999	12/16/2002
C2917 THE ELDERLY OFFENDER		I	3.0	12/17/1999	12/16/2002
C2918 DEPERSSION		I	3.0	12/17/1999	12/16/2002
MD RECEPTION DIAGNOSTIC & CLASS CTR					
C2871 PROFESSIONAL DEVELOPMENT IN COUNSELING		I	840.0	12/08/1999	12/08/1999
MISCELLANEOUS AGENCY					
C2806 GANGS:IDENTIF.& TRENDS IN CRIM. JUSTICE		I	2.5	10/29/1999	10/28/2002
C2807 Y2K PREPARATION		I	2.0	10/29/1999	10/28/2002
C2808 EXTERMINATING THE Y2K BUG		I	1.5	10/29/1999	10/28/2002
MONTGOMERY CO DETENTION CENTER					
C2866 DRUG ID & THE SUBSTANCE ABUSING OFFENDER		I	8.0	12/07/1999	12/06/2002
C2897 STRESS MANAGEMENT		I	8.0	12/16/1999	12/15/2002
ROXBURY CORRECTIONAL INSTITUTION					
C2873 PRINCIPLES & PRACTICE IN PROF. PSYCOTHER		I	7.5	12/08/1999	12/07/2002
C2874 PRINCIPLES & PRACTICE IN PROF. PSYCHOTHE		I	4.0	12/08/1999	12/07/2002
ST MARYS CO DETENTION CENTER					
C2819 SOC6450 CASELOAD MANAGEMENT		I	37.5	12/02/1999	12/01/2002
TALBOT CO DETENTION CENTER					
C2805 ANNUAL FIREARMS - HANDGUN		F	3.0	10/26/1999	10/25/2002
C2809 CUSTOMER SERVICE TRAINING		I	0.0	11/05/1999	/ /

WHAT'S NEW

at the Criminal Justice Resource Center

3085 Hernwood Road Woodstock, Maryland 21163 410 203-1007

JANUARY / FEBRUARY 2000

No. 116

VHS VIDEO - NEW LISTINGS

Lockup USA, vol. 8 issue 3 Principles of Suicide Prevention

VHS, color, 27:30 min.

The purpose of this video and training guide is to make Corrections professionals aware of how inmate suicide can be prevented by being able to identify who is at risk and what the warning signs might be. The rate of suicide among the inmate population is up to nine times higher than the general public, which means that Corrections staff must be trained to spot those inmates who are at the highest risk or who might fit the profile of an inmate who may be contemplating suicide. Many suicides can be prevented if staff does the proper intake screening and knows the warning signs for suicide.

Introduction

Why Inmates Commit Suicide

Suicide Prevention at Intake

Warning Signs at Intake

The Role of Alcohol and Drugs

Suicide Prevention in the Living Unit

Warning Signs in the Living Unit / Suicide Watch

Discussion of Hanging Points

Gang Characteristics and Activities

VHS, color, 26 min.

Walter B. Miller, PhD, a retired professor from Harvard Law School's Center for Criminal Justice, discusses new trends in gang locations and numbers, gang terminology, drug involvement and the "gansta" concept. Although gang members comprise less than 10% of the youth population, the violence and aggression that characterize their behavior continue to rise. The video (a taped lecture) offers insight into promising programs to help change the course of violence and chaos in neighborhood.

Recommended for law enforcement involved in community policing.

Can Telemedicine Reduce Spending for Prisoner Healthcare:

An Evaluation of a Prison Telemedicine Network NIJ Research in Progress, November 1998

VHS, color, 35 min.

Beginning with a brief history of medical care in this country's prisons which was radically altered by lawsuits in the 1970's and 1980's, this video looks at a network of three Pennsylvania state prisons and one federal prison in Kentucky which participated in a study of the cost savings and effectiveness of telemedicine starting in Sept. 1996. The results show dramatic cost savings in instances where prisoners would have previously needed to be transported off prison grounds and significant savings in cases previously treated by specialists who came on-site for clinics. The largest savings were realized in the specialties of Psychiatry, Dermatology and Dietary concerns. Less successful were programs for Cardiology or Orthopedics. An unexpected bonus came from the new services made available to HIV+ prisoners. Non-financial savings were also realized in the dramatic cuts in time waiting for a physician consultation, a decrease in the number of assaults on staff and the fact that the specialists used were much better than those available in the largely rural areas where the Pennsylvania prisons were located. In addition, there was no increase in the number of grievances filed during the study even though inmates had little choice in participation. Recommended for those with budgetary authority as well as correctional medical staff.

Survey

The Police and Correctional Training Commissions is conducting this survey to gauge the possibility of distributing Training Notes via the Internet to some agencies.

Does your agency have Internet access? Yes _____ No _____

If yes, would you rather rather not download Training Notes from our website the first of January, March, May, etc. instead of receiving a hardcopy in the mail?

The Training Notes Newsletters are available on the internet in Portable Document Format at <http://www.dpscs.state.md.us/pct/train/> To view or print these documents you will require the [Adobe Acrobat Reader](#) which is available at no cost.

Whether or not you need or prefer to receive the newsletter in the mail, we would like to have updated address information for your agency.

Please indicate your intended recipients by TITLE rather than proper name (e.g. Director, Training Coordinator, etc.) and the appropriate mailing address(es) including the 9 DIGIT ZIPCODE.

Title _____
Agency _____
Address _____

Title _____
Agency _____
Address _____

We would also like to start an e-mail address list to send announcements or updates. If you have access, please list the e-mail addresses of those persons who would wish to be on our list or the e-mail address for your agency.

Does your agency maintain a website? Yes _____ No _____

If yes, what is its address? Http:// _____

Would you like your site to be linked to theMPCTCsite? Yes _____ No _____

Please Fax this survey to: **410-203-1010**
or mail to: Joan Bourne, Librarian
MPCTC
3085 Hernwood Road
Woodstock, MD 21163-1099



TRAINING NOTES

Police & Correctional Training Commissions
3085 Hernwood Road
Woodstock, Maryland 21163 - 1099