



RIVERSIDE COUNTY PROBATION DEPARTMENT

Serving Courts • Protecting Our Community • Changing Lives



Course Title: (Lesson Domain #42: Cultural Diversity/Discrimination)

Hours of Instruction: 1

Course Objectives:

I.

- a) Define the terms:
 1. Culture
 2. Cultural diversity
- b) Describe personal, professional, and organizational benefits of valuing diversity within the community and law enforcement organizations
- c) Explain the historical and current cultural composition of California

II.

- a) Define the term stereotype
- b) Discuss the dangers of relying on stereotypes to form judgments or to determine actions
- c) Define the term prejudice
- d) Define the term discrimination
- e) Define the term racial profiling, including the:
 1. Conceptual definition
 2. Legal definition
- f) Discuss the legal considerations peace officers should take into account related to racial profiling, including:
 1. California Penal Code Section 13519.4
 2. Fourth Amendment
 3. Fourteenth Amendment
 4. Current case law

5. Criminal profiling vs. racial profiling
- g) Discuss the impact of racial profiling on the:
 1. Individual citizens
 2. Community
 3. Officer
 4. Criminal justice system
- h) Discuss landmark events in the evolution of civil and human rights
- i) Define key indices peace officers should recognize and respect that make up evolving culture among a community
- j) Discuss the obligations of peace officers in preventing, reporting, and responding to discriminatory or biased practices by fellow officers

III.

- a) Explain strategies for effective communication within a diverse community, including:
 1. Verbal communication
 2. Active listening
 3. Nonverbal communication
- b) Describe positive officer behaviors during contacts with members of a cross-cultural community
- c) Discuss articles of faith that can be interpreted as a weapon, including:
 1. Identification of the article
 2. Proper handling of and respect for the article

IV.

- a) Discuss the difference between sexual orientation and gender identity.
 1. Sexual Orientation: a person's physical, emotional, and romantic attraction to people of the same and/or other gender
 2. Gender Identity: a person's sense of being male, female, or something other or in-between
- b) Discuss how sexual orientation and gender identity intersect with:
 1. Each other

2. Race
 3. Culture
 4. Religion
- c) Define the terminology used to identify and describe the difference between sexual orientation and gender identity, including but not limited to:
1. Sexual orientation (straight, gay, lesbian, bisexual)
 2. Gender identity (transgender, cisgender, non-binary)
 3. Gender expression (the way a person expresses themselves)
 4. Queer (an umbrella term for those who do not wish to categorize their sexuality)
 5. Questioning (to be unsure of or re-examining one's sexual orientation and/or gender identity)
- d) Discuss the ways to create an inclusive workplace within law enforcement for sexual orientation and gender identity minorities, including:
1. Demonstrating respect for diversity
 2. Recognizing personal bias and its potential negative effect on workplace conduct
 3. Honoring the right to privacy and confidentiality
 4. Not making assumptions
 5. Understanding reason why employees may not report incidents of harassment/discrimination
- e) Identify important moments in history related to sexual orientation and gender identity minorities and law enforcement including:
1. Protests (i.e., The Stonewall Riots (1969))
 2. Changes in law (i.e., U.S. Supreme Court decision on Same Sex Marriage (Obergefell v. Hodges)
 3. Defining moments (i.e., Transgender Day of Remembrance founded (1999))

V.

- a) State the legal definition of a hate crime based on the Penal Code
- b) Classify the crime and the elements required to arrest for:
 1. Desecrating religious symbols

2. Interfering with religious freedom
 3. Terrorizing another
 4. Interfering with an individual's civil rights
- c) Explain the legal rights and remedies available to victims of hate crimes based on federal law and Civil Code
 - d) Describe the impact of hate crimes on victims, the victims' families, and the community
 - e) Discuss the indicators of hate crimes
 - f) Explain considerations when investigating and documenting incidents involving possible hate crimes

VI.

- a) State the legal definition of sexual harassment
- b) Discuss the federal and state laws dealing with sexual harassment to include:
 1. Title VII
 2. Government Code Section 12940 et. seq.
 3. Concept of Quid Pro Quo
 4. Concept of hostile work environment
 5. Current case law
- c) Explain the legal remedies available to a victim of sexual harassment
- d) Describe behaviors that constitute- sexual harassment, including:
 1. Verbal
 2. Physical
 3. Visual
 4. Written material
 5. Sexual favors
 6. Threats
 7. Hostile work environment
 8. Force
- e) Explain the mandated sexual harassment complaint process guidelines

- f) State the protections that exist to prevent retaliation against anyone submitting a sexual harassment complaint
- g) Describe the methods for responding to sexually offensive or unwanted behavior