



*Minnesota*  
**SHERIFFS' ASSOCIATION**  
SINCE 1885

## Minnesota Sheriffs' Association eLearning Courses

The following courses are available 24/7 at no charge to all Minnesota Sheriff's staff.

Course content may be found at [www.mnlet.org](http://www.mnlet.org) Log in Required. Use Chrome or Edge browser!  
*Individual course certificates will be available after completion of each MSA course. For those who are licensed, courses and hours will be sent to MN POST Board each month.*

### [MSA's newest courses:](#)

#### **Crimes Motivated By Bias**

##### **Crimes Motivated By Bias Part 1: Legal Aspects (09053-00688)**

This course will explore the serious impact of hate crimes and discuss how Law Enforcement can play a significant role in Minnesota's fight against hate groups and crimes committed and motivated by bias.

The goal of this course is to give officers a clear understanding of what crimes motivated by bias are and their responsibilities with investigating and reporting these crimes.

This course fulfills the state's learning objectives for the mandated category of Crimes Motivated By Bias. One credit is needed in this category.

##### **Coming in Summer/Fall of 2024**

Crimes Motivated By Bias Part 2: Hate – Extremist Groups

Crimes Motivated By Bias Part 3: Victims

### [Additional MSA courses:](#)

#### **Autism for Law Enforcement: Recognition & Response (4 hours) POST Course # 09053-0568**

This course fulfills all the state's learning objectives for the mandated category of autism. This course is intended to increase awareness and knowledge about Autism Spectrum Disorder (ASD) and introduce first responders to practical tips and de-escalation strategies. The goal is to produce safe, effective, and positive interactions between autistic people and first responders.

### **Basic Medication Delivery (1 hour) MSA Course # 202**

The Basic Medication Delivery course is an introductory course for correctional officers learning about medication delivery in the correctional setting. It will feature the rights of medication delivery, the officer's role in passing medications in their facility, as well as basic information on diabetes, Narcan, and epinephrine. This course is intended to provide an overview, with individual facility policies providing more detailed and specific information as well as expectations for officers to be successful in medication delivery in their facility.

### **Basic Criminal Law and Procedure (2 hours) POST Course # 09053-0573**

Corrections and law enforcement staff are an essential element of an effective criminal justice system. This *"Basic Criminal Law and Procedure"* course will address basic concepts and definitions in the criminal law as well as elements of the constitution and rules of procedures.

This two-hour course will address constitutional elements, including the United States and the Minnesota Constitution. Procedural requirements and the Minnesota Rules of Criminal Procedure as well as state statutes will be covered. We will look at the workflow of a case and how it works within the criminal justice system, including what a 36-Hour Rule and a 48-Hour Rule mean. Mental Illness and the criminal court system will be addressed as well as victim rights.

While this course is applicable to anyone working in the law enforcement field, it will address basic concepts and rules of procedures that most directly impact the duties of custody and other jail staff.

There is a lot of content in this two-hour course. You may want to consider completing sections one through three and take a break before section four: Rules of Criminal Procedure.

### **Basic Data Practices for Corrections (2 hours) POST Course # 09053-0572**

Corrections staff routinely collects receives and distributes a great amount of information about inmates. This data is protected and regulated by state and federal laws. Violation of these laws by giving out too little or too much data can result in major civil liability to the officer and the agency and in some cases can lead to loss of employment and even criminal prosecution.

This two-hour course will address data practices issues, starting with a general overview of Data Practices laws and moving into specific information on corrections data. This basic, or introductory, course covers the terms and definitions of data practices and discusses in depth the special status of data in correctional facilities, security issues and other legal safeguards.

***Please note: the first section of this course is a basic introductory course on data practices and is applicable to everyone. The second section of this course deals specifically with corrections and detention data.***

### **Correctional Health Nursing Basics (3 hours) Course # MSA 208**

The primary duty of an RN in corrections is to restore and maintain the health of inmates using compassion, concern, and professionalism (Schonely & Know, 2013.) This three-hour course provides basic information to assist the new correctional nurse in his or her role. In this course, correctional nurses in Minnesota share relevant information regarding nursing in a jail including: standards of practice, common terms, jail policies, state rules, the environment, boundaries, your safety, onboarding, trainings, health conditions, infectious diseases, and mental health screenings.

## **Cultural Diversity and Multi-Cultural Communications in a Corrections Setting (1 hour) POST Course # 09053-0574**

This “Cultural Diversity and Multi-Cultural Communication” course is designed for both new correctional officers and those wanting a refresher. This course is designed to help us understand and appreciate some of the cultural differences of those incarcerated. Community members and correctional officers shared with us their background, experiences and thoughts on cultural diversity.

The four primary objectives of this Cultural Diversity course are:

1. To develop your cultural competence and teach you to be culturally responsive
2. To recognize communication styles of various cultures
3. To manage situations and respond appropriately
4. To respect people in your care by learning the PRIZE method

## **Basics of Animal Law and Investigations (1 hour) POST Course # 09053-00636**

The course was produced with the Minnesota Animal Humane Society to give LE a basic introduction to Minnesota’s animal welfare laws and specifically addresses animal negligence scenarios that are commonly encountered in the course of duty. It provides clarity to officers regarding the enforcement of MN statute 343.21 subdivision 7 - animal neglect.

## **Deaf, DeafBlind and Hard of Hearing (1.5 - 2 hours) POST Course # 09053-0571**

This “Deaf, DeafBlind, and Hard of Hearing” course is designed to introduce learners to the deaf culture and present effective communication strategies with members of this community. This course will increase your awareness and the necessity of all agency staff to effectively communicate with persons affected by hearing loss.

This eLearning course covers deaf culture, basic sign language for law enforcement, guidelines and tips for patrol and jail staff, legal responsibilities, and methods of communication will be introduced. We will learn how to work with interpreters and learn ways we can all work together to effectively communicate.

Legal staff will cover what the expectations are of the staff with regard to the Americans With Disability Act, the Minnesota Human Rights Act and the Minnesota State Statutes.

## **Implicit Bias (3 hours) POST Course # 09053-00649**

Implicit bias describes the automatic association people make between groups of people and stereotypes about those groups. Under certain conditions, those automatic associations can influence behavior—making people respond in biased ways even when they are not explicitly prejudiced.

In the context of criminal justice and community safety, implicit bias has been shown to have significant influence in the outcomes of interactions between police and citizens. While conscious, “traditional” racism has declined significantly in recent decades, research suggests that “implicit attitudes may be better at predicting and/or influencing behavior than self-reported explicit

attitudes.” As with all types of bias, implicit bias can distort one’s perception and subsequent treatment either in favor of or against a given person or group.

In this course, we will also explore race relations in United States history. Institutionalized racism and its effect on the criminal justice system will be discussed. Impartial policing in the 21<sup>st</sup> century will be addressed as well as community relations.

### **Implicit Bias for Corrections (1.5 hours) MSA Course # 201**

*This is a condensed version of the original Implicit Bias course. It has been adapted for corrections.*

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### **Incarcerated Parents Courses – Each course/part is 30 minutes MSA Course # 203 & 204**

#### **Part 1: How Trauma Disrupts Child Development – MSA #203**

Part 1 of this training is focused on the basics of child development and how adversity and trauma can disrupt optimal child development. Part 1 has four training objectives: 1) review key data on parents in Minnesota jails, 2) summarize key developmental tasks or milestones of children and adolescents, 3) define Adverse Childhood Experiences, 4) apply this framework to consider how parental incarceration and other adversities disrupt healthy child development.

#### **Part 2: Developmental Considerations for Jail Staff and Jail Administrators – MSA #204**

Part 2 of the training focuses on applying the content from Part 1 and highlights developmental considerations for jail staff and jail administrators. Part 2 of this training has three objectives: 1) identify aspects of the jail environment that directly and indirectly impact children, 2) reflect on ways in which children’s developmental capacities impact their contact and relationships with incarcerated parents, 3) identify ways in which you can apply your knowledge of child development into your work with incarcerated parents and their families.

### **Introduction to PREA; Eliminating Sexual Abuse in Jails (1.5-2 hours) POST Course # 09053-0575**

This course is designed to help learners understand what PREA (Prison Rape Elimination Act) is and how we can eliminate sexual abuse in our facilities. This course covers the history of why a law was needed; how you recognize and respond to sexual abuse and how you protect those in your

care. This course also addresses staff misconduct and how to watch for warning signs within yourself and others. Whether your agency has federal inmates and files PREA reports or not, this course will help your staff recognize and prevent sexual abuse in your facility.

The three primary objectives of this PREA course are:

1. To provide a history and overview of the Prison Rape Elimination Act
2. To learn about Inmate on Inmate Sexual Assault: how to prevent sexual assaults in your facility, who is at risk, how to respond, and how to protect individuals from sexual assault
3. To learn about Staff Sexual Misconduct: the levels of inappropriate behavior, ethical behavior, how to identify staff sexual misconduct, rights during an investigation and ways to prevent sexual assault in your facility.

### **Report Writing (1 hour) POST Course # 09053-0521**

This “Report Writing” course is good for new correctional officers or as a refresher for licensed deputies. The course includes basic report writing tips and styles as well as a video in which the participant is asked to write a report based on the incident. MSA Legal Counsel Rick Hodson provides his insight and a brief review of how your report will be used in court and how you should prepare as you testify.

Report Writing is designed to instruct officers in basic concepts in writing, clear, concise professional reports. The five primary objectives are:

1. The purpose and benefits of reports
2. How to take good notes and organize reports
3. The key requirements of a good reports
4. How to write and edit reports
5. The legal aspects of a report

### **Suicide Awareness and Prevention (1 hour) POST Course # 09053-0576**

The class will increase suicide awareness and give tools to corrections staff to recognize, reduce, and prevent suicides in jail. This eLearning course covers crisis situations, manipulation, communication skills, suicide prevention screening guidelines and techniques to help the staff recognize suicidal inmates. Legal staff will also cover what the expectations are of the staff in preventing suicides in their facility.

### **PSAP – General Radio Courses Available (developed by MN ECN)**

History of Armer

Interoperability 101

Radio 101

***If you have questions or need further information, please contact:***

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