



# PEER INTERVENTION

FOR OFFICER AND COMMUNITY SAFETY

# What Is EPIC?



EPIC is a **peer intervention** program based in **social science**.

EPIC teaches officers **how to intervene successfully** – regardless of rank – and it **establishes protections** for officers who intervene.

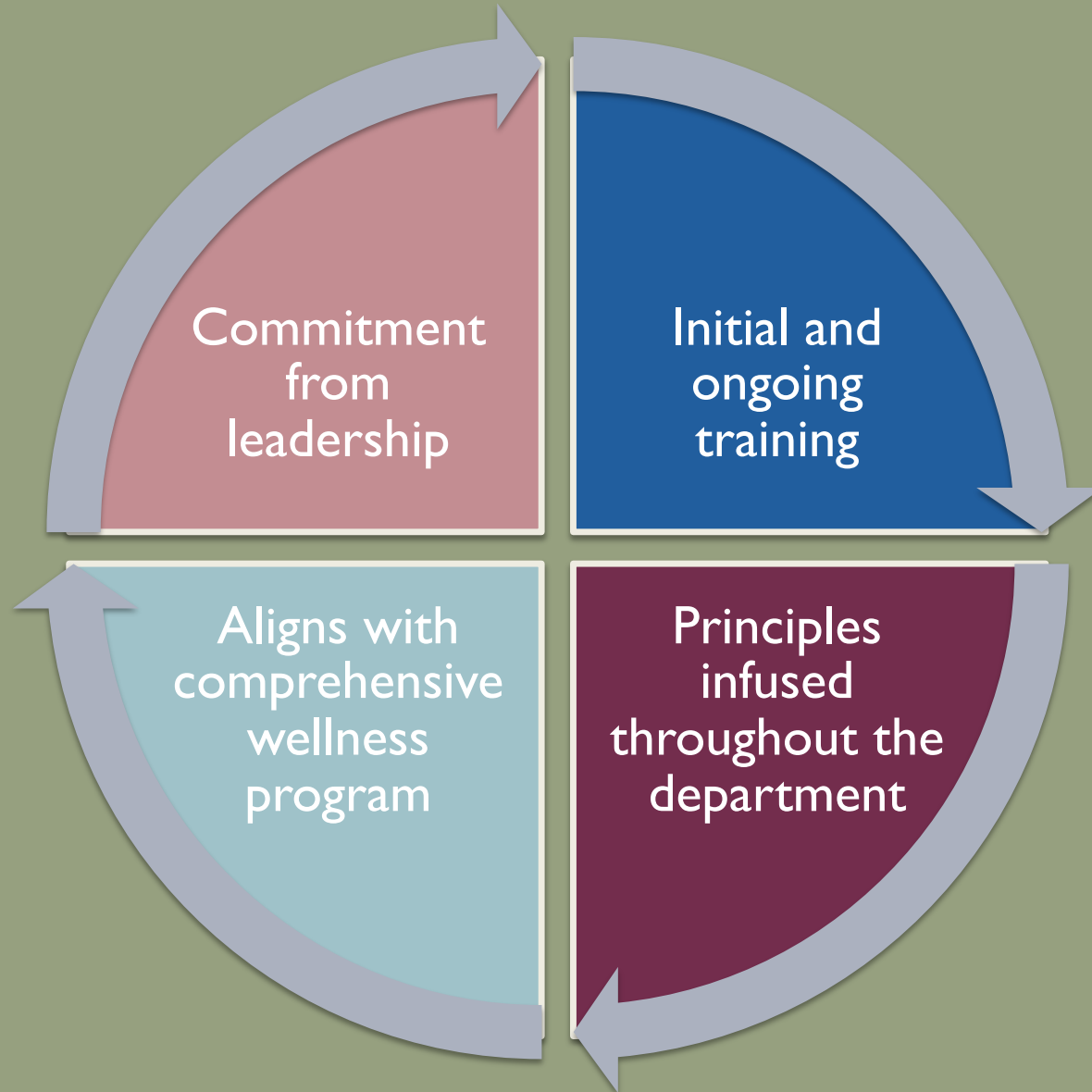
# EPIC Is About:

- ✓ Protecting officer and community safety
- ✓ Promoting officer wellness
- ✓ Preventing misconduct
- ✓ Preventing mistakes

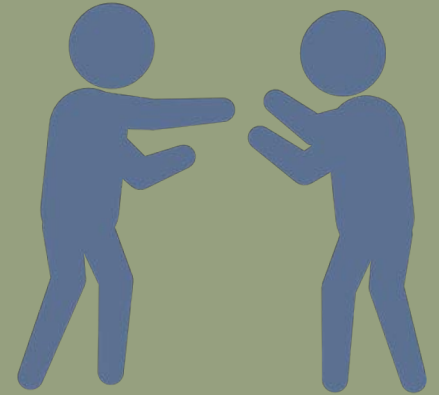
# EPIC Is **NOT** About:

- X Internal affairs
- X Mediation
- X Discipline
- X Ratting

# How Does EPIC Work?



# Why Peer Intervention?



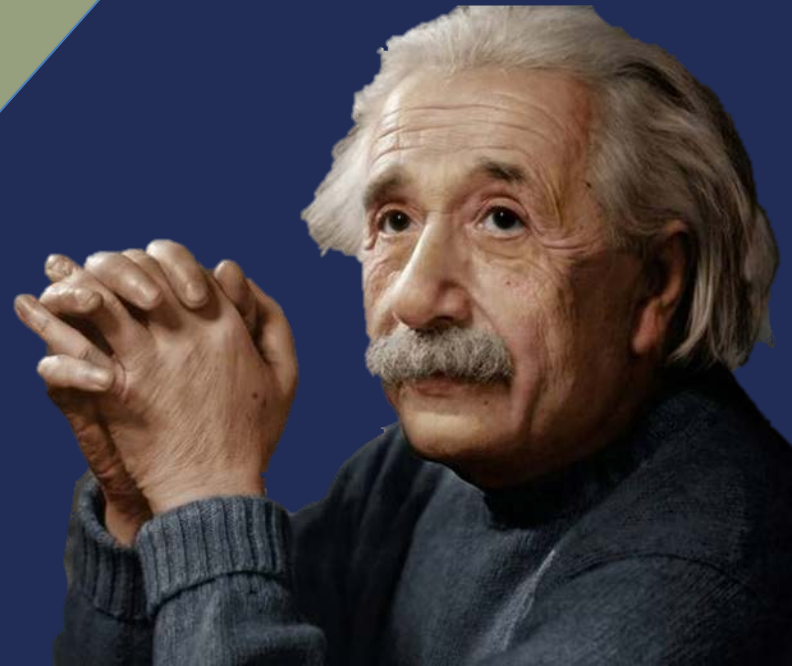
Peer intervention has **proven effective** in high-stress settings, from schools to hospitals to commercial airplanes.

Immediate and consistent interventions **reinforce the boundaries** of acceptable behavior and emphasize that our **critical loyalty** is to our profession and our community.

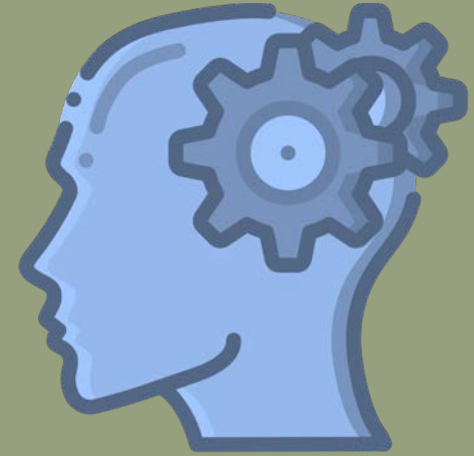


“The world is in greater peril from those who tolerate or encourage evil than from those who actually commit it.”

- Albert Einstein



# The Social Science



EPIC is based in the principles of **active bystandership** as described by psychology professor and researcher Dr. Ervin Staub.

Most people are passive bystanders, assuming no responsibility for the actions of others. Active bystanders **speak up and take action**, stepping in to stop harmful behavior when they see it.

# Why Don't People Intervene?

## FEAR OF

Standing alone

Being wrong

Making things worse

Crossing boundaries

Retaliation



# Why Don't People Intervene?

## LACK OF

Internal impetus to act

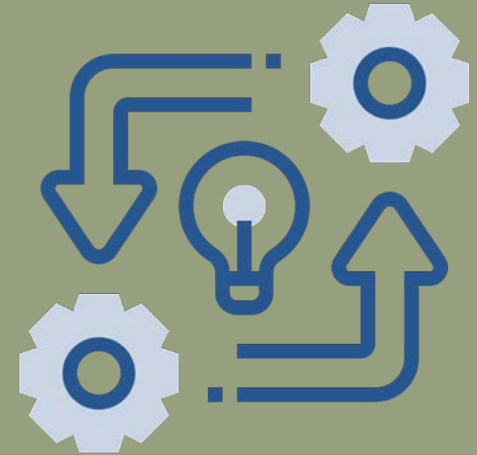
Knowledge or skill

Confidence in effectiveness

Empathy for the “other”

Courage

# Facilitating Interventions



EPIC gives us the tools to overcome these inhibitors by training officers to **recognize potential triggers** for themselves and others, and by teaching them **effective intervention strategies**.

For EPIC to succeed, departments must foster a culture of **openness and transparency**. Leadership must be fully invested, and **protections** must be established for officers who intervene.

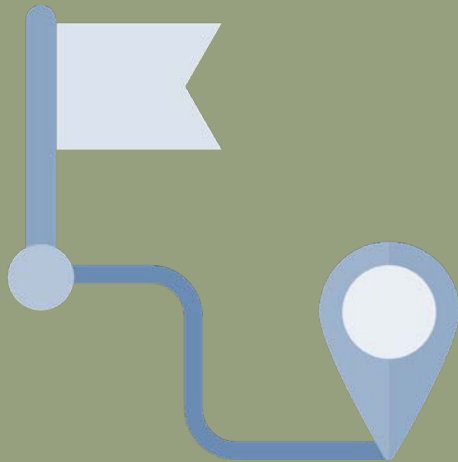
# The EPIC Effect



- ↑ Higher morale
- ↑ Better retention and recruitment
- ↑ Increased public trust
- ↑ Happier, healthier, and more stable officers

- ↓ Fewer disciplinary issues
- ↓ Fewer citizen complaints
- ↓ Fewer officer grievances
- ↓ Fewer lawsuits and scandals

# How to Get Started



- ★ Ensure sincere buy-in from leadership
- ★ Revise/create policies to protect officers who intervene
- ★ Involve community stakeholders
- ★ Integrate with departmental wellness initiatives
- ★ Choose instructors who can think on their feet
- ★ Identify ways to continue momentum beyond training

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