

Memorandum

**TO: ALL SWORN DEPARTMENT
PERSONNEL**

FROM: Anthony Mata
Chief of Police

**SUBJECT: HATE CRIMES IDENTIFICATION
& INVESTIGATION TRAINING**

DATE: December 8, 2021

APPROVED

Memo# 2021-040

BACKGROUND

In May 2021, the City Council directed the Police Department, through the City Manager's Office, to require all officers take the POST Learning Portal course "Hate Crimes: Identification & Investigation."¹ This direction came as a result of an increase in hate-related crimes and incidents throughout the City. State-wide, hate crime offenses increased 24% between 2019 and 2020.²

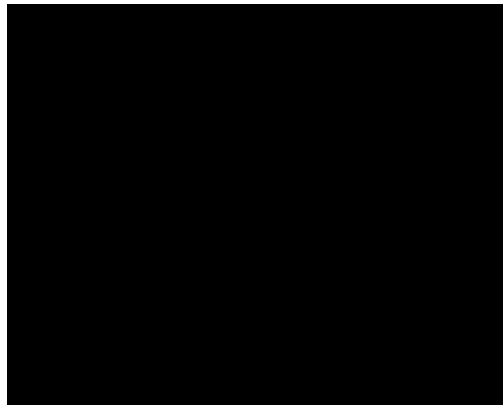
ANALYSIS

In an effort to stay current on best practices with the reporting, identification, and investigation of hate-related crimes and incidents, all sworn personnel are required to complete the 2-hour POST Learning Portal course "Hate Crimes Identification & Investigation."

Instructions:

■ [REDACTED]

■ [REDACTED]



■ Details from this City Council Meeting may be found here:

<https://sanjose.legistar.com/MeetingDetail.aspx?ID=857478&GUID=C23446F7-1DD1-490E-918D-79DC613AC540>

² <https://data-openjustice.doj.ca.gov/sites/default/files/2021-06/Hate%20Crime%20In%20CA%202020.pdf>

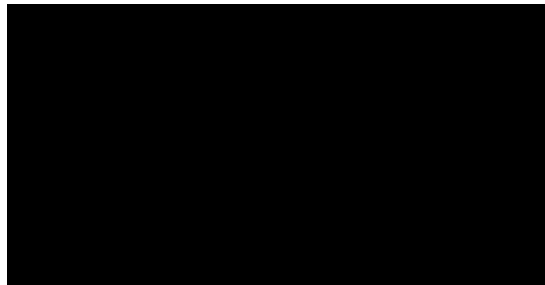
■ [REDACTED]



■ [REDACTED]
[REDACTED]

■ [REDACTED]

6. When the training is complete, refresh the course page and print your certificate.



7. Send a physical copy of your certificate to the Training Unit via Interdepartmental Mail or place a copy in the box in the 3rd floor lobby of the Substation. The certificate will be added to your training file.

You may leave the training at any time and restart it using the same process. The Learning Portal will remember your place when you left.

ORDER

All sworn Department personnel shall complete the POST Learning Portal course “Hate Crimes: Identification & Investigation” by **May 30, 2022 at 1700 hours.** This training must be completed on-duty. No overtime is authorized for this training.

A handwritten signature in black ink, appearing to read 'A. Mata'.

Anthony Mata
Chief of Police