



Preparedness and Protest Management Course

Doing Diversity Different

Who is TNT

TNT Justice Consultants are a group of nationally renowned Consultants who specialize in Justice Practitioner Training and Anti-Racism Training. Our organization is responsible for the administration of the Constable Selection System on behalf of the Ontario Association of Chiefs of Police (O.A.C.P) for Ontario wide Police Recruitment. We are also the sole licensed providers within North America for the (Implicitly©) Implicit Bias Testing Platform.

TNT Welcomes You to Take Part in Our Preparedness and Protest Management Course Specifically for Colleges and Universities

- The different protest types they may encounter that have resulted in case law decisions and how law enforcement manages and engages protestors, and lessons learned from past protests.
- Leveraging "Open Source Internet" communication and intelligence base response of participant engagement at university protests.
- The importance of proper planning considerations, which includes the mission statement of the campus safety special constable organization and ensuring the front line special constables are following the objectives of the designed operational plan in place. Being able to properly utilize the resources on hand and what response considerations are required depending on the crowd dynamics
- Ensuring that all front line special constables deployed in the day(s) of the protest/demonstration have full knowledge and understanding of their Criminal Code, POA, and university laws and policies and further understanding the importance of alternatives to arrests.

Two Programs are Currently Offered:

Four Hour Version

Presented by Sheraz Arshad, TNT Justice Consultants	
8:00 am-9:00 am Lesson 1, Introduction	Learning Outcomes: General Protest Types, Evolution, Case Law, Lessons Learned
Break (10 Minutes)	
9:10 am-10:10 am Lesson 2, Preparedness	Learning Outcomes: Leveraging OSINT, Participant engagement and education through PLT
Break (10 Minutes)	
10:20 am-11:20 am Lesson 3, Planning and Response	Learning Outcomes: Planning considerations, mission statements, objectives, resources, communication, and response considerations
Break (10 Minutes)	
11:30 am - 12:00 pm Lesson 4, Legal issues	Learning Outcomes: Knowledge of Criminal Code, POA, University Policies, and alternatives to arrest
12:00 PM END	

Eight hour version on the flipside

Presented by Sheraz Arshad, TNT Justice Consultants	
8:00 am-9:00 am	Lesson 1, Introduction
Learning Outcomes: General Protest Types, Evolution, Case Law, Lessons Learned	
Break (10 Minutes)	
9:10 am-10:10 am	Lesson 2, Preparedness
Learning Outcomes: Leveraging OSINT, Participant engagement and education through PLT	
Break (10 Minutes)	
10:20 am-10:50 am	Lesson 3, Legal issues
Learning Outcomes: Knowledge of Criminal Code, POA, University Policies, and alternatives to arrest	
Break (10 Minutes)	
11:00 am - 11:45 am	Lesson 4, Planning and Response
Learning Outcomes: Planning considerations, mission statements, objectives, using SMEAC, addressing issues (arrest release, engaging with stakeholders, Operational periods), plan approval, parade sheets, IMS command structure, business continuity, Media and communications Plan	
11:45 to 12:30 pm Lunch	
12:30 pm - 1:15 pm	Lesson 4, Planning and Response
Learning Outcomes: Planning considerations, mission statements, objectives, using SMEAC, addressing issues (arrest release, engaging with stakeholders, Operational periods), plan approval, parade sheets, IMS command structure, business continuity, Media and communications Plan	
Break (10 Minutes)	
1:25 pm - 2:25 pm	Lesson 5, Operational Plan Exercise
Learning Outcomes: Create an Operational Plan based on specific scenarios	
Break (10 Minutes)	
2:35 pm - 3:35 pm	Lesson 6, Operational Plans
Learning Outcomes: Create an Operational Plan based on specific scenarios, create briefing sheets, create a Media Plan	
Break (10 Minutes)	
3:45 pm - 4:30 pm	Lesson 7, Debrief
Learning Outcomes: Critique on Op plans, Media / Communications Plan and Briefing Sheets Questions / Answers	
4:30 - 4:45 pm - End of Course comments, Questions & Answers	

EDI Approved and Culturally Competent Policing

Our training content has been rigorously assessed by our Diversity Experts to ensure we teach our special constables how to execute duties in a fair and equitable manner.

Quality Assurance

All course material used by TNT, as it relates to Special Constable Training are in accordance with Ministry Regulations and Terms of the Agreement, between the various Police Services Board and the Employer. Since 2018, TNT Justice Consultants have received approval following an extensive audit and review of all training materials, curriculum, and topic outlines used as part of the training. The Toronto Police Service and Waterloo Police Services Training branch have audited courses and approved the curriculum used by TNT consultants.