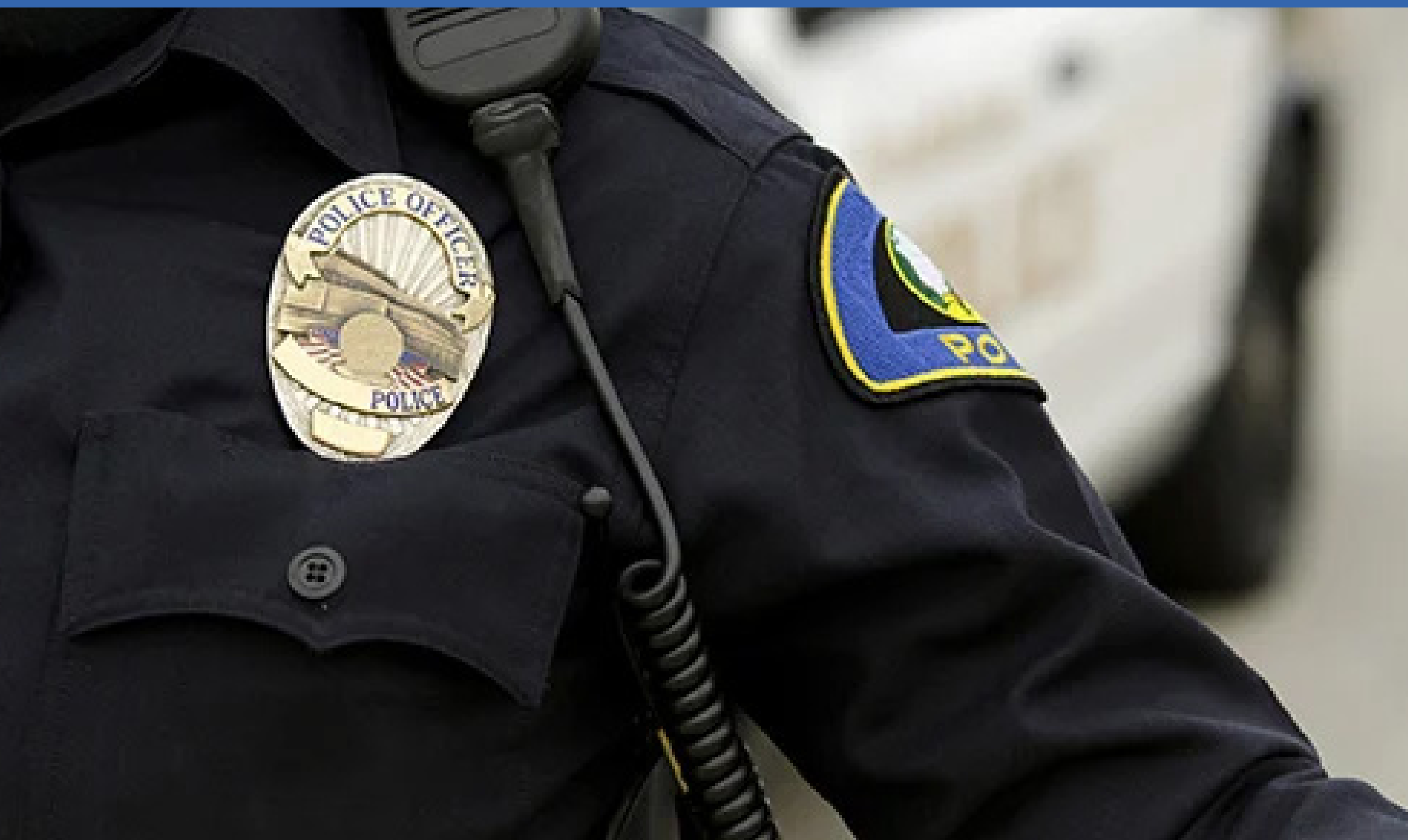


# Out to Protect Course Catalog 2026-2027



[outtoprotect.org](https://outtoprotect.org)



# ABOUT OUR COURSES

Core to our mission is providing professional development for law enforcement for the purposes of improving the relationship with the LGBTQ+ community. Most of our classes are available at no cost to sworn and professional members of U.S. law enforcement because of funding we receive from private donors and the Matthew Shepard Foundation.

All of our online courses are presented using the Canvas Learning Management System. No special software is required. Participants can access classes using any PC or MAC with access to the Internet.

Classes are self-paced, interactive, and require completion of assignments and activities. Some of the activities include online discussions and engagement with other participants. Our class content includes a combination of text and videos. Most classes include a final quiz with a minimum passing score of 80%. Each class offers at least two chances to achieve a passing score.

Registration for classes is open 24 hours a day and participants can begin training immediately once any required fees are paid. Fees must be submitted using a credit or debit card. Course fees are non-refundable once paid, unless otherwise noted.

All of our classes are certified by the California Commission on Peace Officer Standards and Training. Members of California law enforcement can earn CPT credit.





# CLASSES

## **LGBT Awareness For Law Enforcement - 4 Hours**

This course is designed to help law enforcement professional be more effective and comfortable when interacting with members of the LGBTQ+ community. It helps law enforcement professionals communicate more effectively and correctly with the intent of reducing complaints of bias, harassment or discrimination. This course is ideal for sworn and professional staff.

Learning Outcomes:

- The student will explain the difference between sexual orientation and gender identity and how these two aspects of identity relate to each other and to race, culture and religion.
- The student will define terminology used to describe sexual orientation and gender identity.
- The student will identify ways to create an inclusive workplace and to support LGBTQ+ co-workers.
- The student will identify key moments in the LGBTQ+ civil rights movement.
- The student will understand how hate crimes and domestic violence impact LGBTQ+ people.

## **LGBT Awareness For California Law Enforcement - 4 Hours**

This version of the course is certified by the California Commission on Peace Officer Standards and Training and meets the legislative requirements of California Penal Code Section 13519.41 for peace officers and dispatchers. The learning outcomes are the same as those identified above. Participants can earn 4 hours of CPT credit.

## **LGBT Awareness For Law Enforcement Executives - 4 Hours**

This version of the course is designed with content specific to law enforcement managers (lieutenants and above) and includes workplace scenarios that law enforcement leaders. The learning outcomes are the same as those identified above.

## **LGBT Awareness For Background Investigators - 2 Hours**

This course fills in an important training gap for anyone involved in conducting or supervising the background investigation process. Our intent is to help law enforcement agencies identify and hire qualified applicants and to set these applicants up for success on the job through an experience in the background investigation process that is free from discrimination of any kind. This course is certified by the California Commission on Peace Officer Standards and Training. Participants can earn 2 hours of CPT credit.

Learning Outcomes:

- Explain the difference between sexual orientation and gender identity and how they relate to and intersect with race, religion, and culture.
- Define terminology used to describe sexual orientation and gender identity.
- Apply related employment protection and gender identity laws related to the completion of a background investigation.

# CLASSES

## LGBT Awareness For School Resource Officers - 3 Hours - NEW COURSE!

This is an update course intended to provide school resource officers with the knowledge and skills to contribute to making their assigned middle or high school campus a safe and welcoming environment for LGBTQ+ students. This course expands for the school resource officer what was learned in the LGBT Awareness For Law Enforcement course.

We recommend that participants complete the LGBT Awareness For Law Enforcement course before taking this one.

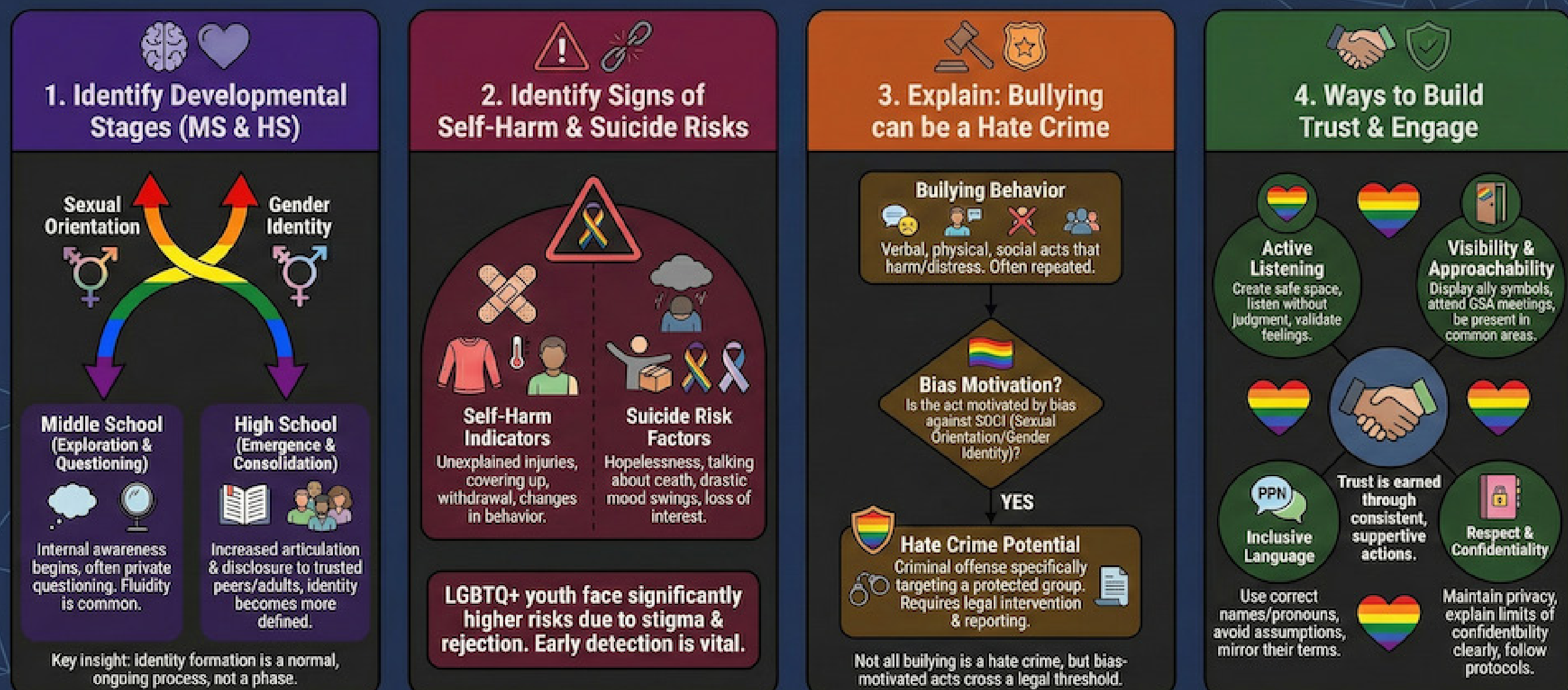
### Learning Outcomes:

1. Identify the developmental stages of sexual orientation and gender identity in middle and high school students.
2. Identify signs of self-harm and risks of suicide in middle and high school students.
3. Explain how acts of bullying can also be a hate crime.
4. Identify ways a school resource officer can engage with LGBTQ+ identified students in order to build trust.

Data from GLSEN reveals that a majority of LGBTQ+ students feel unsafe at school and experience high rates of harassment. School resource officers are tasked with ensuring a safe learning environment for every student. Actively supporting LGBTQ+ youth is not an ancillary duty but a core component of their mission. By fostering an inclusive environment, school resource officers can reduce victimization, build essential trust, and improve safety outcomes for the entire school community, allowing all students to thrive academically and socially.

Studies show a higher percentage of Gen Z and Gen A young people are self identifying as being part of the LGBTQ+ community. More middle school and high school age students are "coming out" and in need of support from law enforcement.

## ➤ SRO Training: Supporting & Engaging LGBTQ+ Youth in Schools ➤



Training empowers SROs to be effective advocates, ensuring a safer, more inclusive school environment for ALL students.



# CLASSES

## **Hate Crimes Investigations - 8 Hours**

This course prepares law enforcement first responders to recognize, document and investigate hate crimes. Students will learn about state and federal hate crime laws, how to support hate crime victims, and hate crimes trends in the United States. The course is inclusive of all hate crime bias motivation types including sexual orientation and gender identity.

Learning Outcomes:

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- The student will identify the elements of state and federal hate crimes law.
- The student will identify evidence and indicators of a hate crime.
- The student will explain how to effectively interact with hate crime victims.
- The student will demonstrate how to document a hate crime.
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This course reviews, updates, and expands on the content required in the basic academy. It is ideal for civilian and sworn first responders who are charged with taking crime reports that could involve a hate crime. Completion of the basic police academy is not required to be successful in this class. It is appropriate for civilian report takers, though it does include investigative steps that may be beyond the scope of a civilian position.

## **Hate Crimes Investigations For California Law Enforcement - 8 Hours**

This version of the class includes content specific to California's hate crime laws and the legislative requirements specified in California Penal Code Section 13519.6. The learning outcomes are the same as those above. This version of the course is certified by the California Commission on Peace Officer Standards and Training. Participants can earn 8 hours of CPT credit.

What Students Have Said About This Course:

"It was very insightful on how we should be assessing potential hate crimes."

"I learned a lot of history behind hate & bias crimes, hate crime investigations, & advocacy."

"The best part was learning information about hate crimes that I did not already know."

"I appreciated the various videos to support learning objectives."

"The in-depth explanation of hate crime laws in CA and how to investigate and document hate crimes properly and thoroughly for eventual case submission to the DA's Office for review and prosecution."

"Very informative on the subject matter."

This course is also ideal for instructors charged with teaching hate crimes in the basic police academy or basic dispatcher course. California law and policy is included in this course, but the activities and exercises are applicable to any location.



# CLASSES

## **LGBT Awareness For Law Enforcement Training For Trainers - 8 Hours**

This course prepares instructors to design and deliver LGBT awareness training for law enforcement personnel including all of the requirements specified in California Penal Code section 13519.41 (effective January 1, 2019) for peace officers, dispatchers and other law enforcement professionals. This class is certified by the California Commission on Peace Officer Standards and Training. California law enforcement personnel can earn 8 hours of CPT credit.

Learning Outcomes:

- The student will identify the required course content for LGBT awareness training pursuant to California Penal Code section 13519.41.
- The student will understand how to use learning activities to deliver course content related to LGBT awareness training for law enforcement.
- The student will identify the documents required to get a course of training certified by the California Commission on Peace Officer Standards and Training.

Participants will receive a complete training package for the LGBT Awareness For Law Enforcement course that includes an expanded course outline, lesson plans, PowerPoints, learning activities, two training guides, a student workbook and a textbook. It is recommended that participants have some prior instructor development training.

This course is available in-person periodically by Out to Protect and by special request. Please contact our office to inquire about how to bring this class to your agency.

### **What People Have Said About This Class:**

"Of all the training courses I have attended this was easily one of the best and most useful courses! I live in the bay area, work in San Francisco, but after taking this course I just learned how much I did not know. This class taught me what should have been taught back in school (elementary school)! I can't say enough about the personal growth I gained from this course."

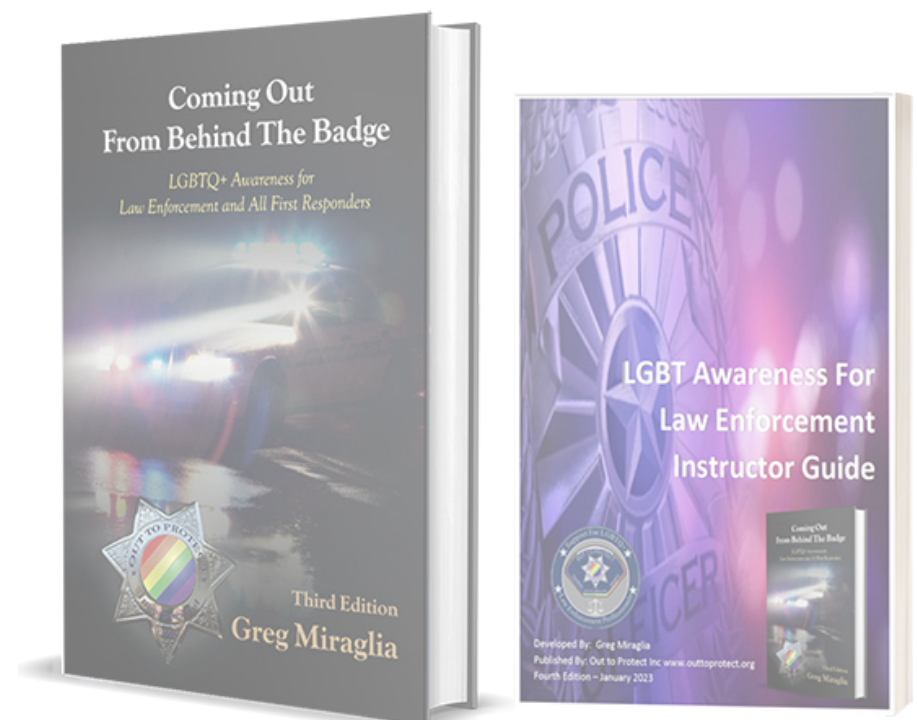
"I'm excited to teach the course, better support my co-workers, develop a pro-active work inclusive environment, and better support my communities!"

"Simple straightforward approach to instruction. I also liked all of the additional downloadable resources. This is an amazing course!"

"It was excellent from beginning to end."

"The course was in depth and offers many resources."

"The course did a FANTASTIC job at provide a wealth of facts, information and details about the LGBT Community that will help an instructor to answer questions with confidence, as well as help mediate any in-class conflict."





# LGBT LIAISON ACADEMY

## LGBT Law Enforcement Community Liaison Academy - 24 Hours

Our LGBT Law Enforcement Liaison Academy is designed to help participants design and build a successful program from the ground up. The program content was developed based on a nationwide job task analysis we completed in 2021. Although many law enforcement agencies have an LGBT Liaison, few have anything documented or formalized. This course will not only provide individuals assigned to this role with the knowledge they need, but will also help institutionalize and memorialize the program so that it is sustainable. A certified training program like this one provides credibility for both the individual acting as the Liaison and the program itself.

### Learning Outcomes:

- Students will identify the key tasks and responsibilities of an LGBT Liaison.
- Students will develop communication pathways between the LGBT Liaison and community.
- Students will identify key people and community organizations to create relationships and partnership with as an LGBT Liaison.
- Students will create a community event designed to build trust between law enforcement and the LGBTQ+ community.
- Students will demonstrate how to develop and deliver LGBT awareness training for members of law enforcement.
- Students will demonstrate how to identify a hate crime and the basic investigative steps required to prepare a case for prosecution.

We call this an “academy” because the course includes three different classes in one. When you enroll in this program, you will complete three classes including:

LGBT Community Liaison (the master class) - 8 hours

LGBT Awareness Training For Trainers - 8 hours

Hate Crimes Investigations - 8 hours



To graduate from the Liaison Academy, you must successfully complete all three parts of the program by the completion date of the course. All three classes are certified by the California Commission on Peace Officer Standards and Training. California law enforcement personnel can earn 24 hours of CPT credit for completing all three classes (8 hours each).

This program does more than simply show you how to create a program. The assignments will have you actually building the essential components of a successful program. Course work requires completion of several projects including planning a community event, participation in online discussions, and passing two tests. Participants can expect to spend 24 hours or more completing the academy. Graduates will receive a certificate and an exclusive LGBT Law Enforcement Liaison challenge coin. After completing the course, your Liaison Program will be ready for accreditation.

Participants are provided access to the Out to Protect LGBT Liaison National Network.

“This class really means so much to me. I am proud to have completed it. This course was really well done with a lot of intention. Thank you for providing such a life-changing tool!”



# How To REGISTER

## Online Courses: Steps To Register & Begin

1. Go to [www.outtoprotect.org](http://www.outtoprotect.org) and select "Training" from the main menu.
2. Select the course you wish to take.
3. Scroll to the bottom of the page and select the appropriate link to register.
4. If the course does not require a fee or offers a full scholarship: fill out the registration form and click submit. You will see a green box appear at the bottom of the screen with the URL to use for access the class. You will also receive an email with detailed instructions for how to access the class and set-up a password.
5. If the course requires payment of a fee: enter the number of seats in the class you wish and submit payment. Fees can be paid using a credit or debit card. Once fee processing is complete, you will be directed a Purchase Confirmation page with a link to download a PDF document with the URL and instructions required to gain access to the online course in the Canvas Learning Management System. You will also be emailed a receipt for your payment that will also include links to download the instructions. If you are a training manager processing this payment for an employee, please forward the registration instructions document to the employee after downloading.
6. Online classes can be accessed from a PC or MAC with Internet access. No special software is required. Enter the URL for the class.
7. You will be prompted to set up an account in Canvas. Use your government issued email address as your username.
8. Enter a password. Be sure to write down your password as we have no way of retrieving or resetting a lost password.
9. You can begin training immediately. Follow the instructions on the course homepage to get started.

## In Person Classes

You will find a list of scheduled in-person classes on our website at [outtoprotect.org](http://outtoprotect.org). If you are interested in bringing one of our classes to your agency or conference, please go to [outtoprotect.org](http://outtoprotect.org) and select Training from the course main menu. Scroll down and click on Host A Training Class In Person.

The following courses are available for presentation in person.

LGBT Awareness For Law Enforcement (3 or 4 hours)  
LGBT Awareness For Law Enforcement Executives (4 hours)  
LGBT Awareness For Law Enforcement Training For Trainers (8 hours)  
LGBT Liaison Academy (16 to 24 hours)  
Customized Speaking Programs and Panel Discussions (1 to 2 hours)

The cost for each course is dependent on location in the country. Our quote will include travel, time, course materials and a completion certificate for each participant. We will provide you with an onsite coordinator checklist that includes each step required to host one of our programs. All of our classes require an LCD projector or monitors with sound, access to the Internet, and a platform that supports PowerPoint. We recommend round tables of 8 or less for small group activity. A minimum of 15 participants is typically required and we can accommodate up to 50 for the classes listed above. Customized speaking programs and panel discussions have no participant limits.

\*Courses presented in the State of California come with California P.O.S.T. certification (customized speaking programs excluded). Each of these classes may have up to 30 participants.



# LGBT AWARENESS FAQS

## **Who should complete LGBT awareness training?**

Every employee of every law enforcement agency should be provided with LGBT awareness training. This training supports LGBTQ+ law enforcement co-workers and members of the community.

## **Is this training still necessary for law enforcement today?**

LGBT awareness training continues to be critical for law enforcement. One of the recommendations in the 2022 report from California's Racial Identity Profiling Advisory Board states: "Require multiple hours of LGBT-specific training for all personnel and include LGBT advocacy organizations in training development and facilitation."

## **Would this training benefit background investigators?**

Yes. If your agency uses private contractors or retirees to complete background investigations, we have a course specifically to educate these individuals. It is critical training to reduce agency liability related to discrimination in the hiring process.

## **Does the course instructor have to be a member of the LGBTQ+ community?**

No. Anyone with knowledge about sexual orientation and gender identity as well as some basic history related to the LGBTQ+ community can successfully provide this training.

## **If I'm a straight ally and don't know anything about LGBTQ+ people, how can I prepare myself to teach this class?**

We recommend our books as a great source of information necessary to successfully provide LGBT awareness training. The second edition of "Coming Out From Behind The Badge" covers all of the topics necessary for this training. Our LGBT Awareness Training For Trainers course will provide you with the foundational knowledge you need and includes a complete curriculum package with the textbook above.

## **Does course material already exist that I can use to provide this training?**

Yes. We have an instructor guide that includes course outlines, lesson plans, and learning activities as well as a corresponding student workbook. Our books can be used as a text to support all levels of this training. All of this content is available as part of our training for trainers course.

## **Should I involve my local LGBTQ community in presenting this training?**

Maybe. Depending on how much time you are allowed to present this training and what you intend to accomplish, it may be very advantageous team-up with a member of the local LGBTQ+ community. Involving the community can build trust. We highly recommend seeking out and using LGBTQ+ members of law enforcement to be the lead instructor.

## **Who profits from providing this training?**

No individual person receives compensation from the training we provide. All of the proceeds collected from the purchase of certificates and collection of course fees go to our scholarship and grant fund. Out To Protect does not have any paid employees.

## **Can we bring training onsite to our agency, organization, or conference?**

Yes we can present the LGBT Awareness Basic Course or Training For Trainers course onsite at your agency, organization or conference. For locations in California, the training will include California P.O.S.T. certification. Costs depend on travel time and location.



# About Out To Protect

## Our Mission

To support LGBTQ+ members of law enforcement and to strengthen the relationship between law enforcement and the LGBTQ+ community.

## What We Do

We provide professional development for law enforcement, grants to law enforcement agencies and scholarships to LGBTQ+ people pursuing a law enforcement career.

Out To Protect Incorporated is a 501(c)(3) tax exempt organization. All donations made to Out To Protect are fully tax deductible. We are a recognized and registered public benefit corporation.

OUR GOAL IS TO USE 90% OR MORE OF EVERY DONATED DOLLAR FOR PROVIDING PROFESSIONAL DEVELOPMENT, GRANTS, AND SCHOLARSHIPS FOR LGBT STUDENTS WISHING TO ATTEND A LAW ENFORCEMENT ACADEMY IN THE UNITED STATES

