



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB4249

Introduced 1/14/2026, by Rep. Maurice A. West, II

SYNOPSIS AS INTRODUCED:

50 ILCS 705/10.28 new

Amends the Illinois Police Training Act. Provides that the Illinois Law Enforcement Training Standards Board shall develop or approve a standard curriculum for certified training programs in the recognition of trauma-informed responses to traumatic events, adverse childhood experiences, and toxic stress among law enforcement. Provides that the training shall include (1) teaching officers how to define and distinguish between acute trauma, chronic trauma, cumulative occupational stress, adverse childhood experiences, and toxic stress; (2) teaching officers to recognize trauma-related responses in themselves and others through behavioral, cognitive, emotional, and physiological indicators of traumatic stress, including how these indicators may present during calls for service and during officer-public interaction; (3) teaching officers the impact of trauma and how occupational trauma exposure, moral injury, burnout, toxic work environments, and cumulative stress affect decision making, communication, performance, and well-being; (4) education on the effects of psychological safety on organizational culture of law enforcement and the immediate work environment; (5) ways to improve psychological safety through trauma-informed communication and interaction skills, such as reducing escalation and engaging peers and other officers in a compassionate, culturally responsive, and nonjudgmental manner; (6) techniques for compassionate, sensitive, and nonjudgmental service delivery, including trauma-responsive communication and de-escalation; (7) procedures for recognizing and responding to traumatically triggering situations and emphasize tools and techniques for achieving situationally optimal outcomes; and (8) comprehensive strategies and tools to manage the impact of trauma, cumulative occupational stress, adverse childhood experiences and toxic stress. Provides that the training must be presented in all full and part-time basic law enforcement academies on or before July 1, 2027. Provides that law enforcement agencies must present the training to all law enforcement officers within 3 years after the effective date of the amendatory Act. Provides that the Board shall evaluate training effectiveness through post-training assessments, ongoing officer feedback, wellness and safety metrics, and annual public reporting.

LRB104 16615 RTM 30016 b

A BILL FOR

1 AN ACT concerning local government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Police Training Act is amended by
5 adding Section 10.28 as follows:

6 (50 ILCS 705/10.28 new)

7 Sec. 10.28. Training; law enforcement officer
8 trauma-informed responses.

9 (a) The Board shall develop or approve a standard
10 curriculum for certified training programs in the recognition
11 of trauma-informed responses to traumatic events, adverse
12 childhood experiences, and toxic stress among law enforcement.
13 The training shall include:

14 (1) teaching officers how to define and distinguish
15 between acute trauma, chronic trauma, cumulative
16 occupational stress, adverse childhood experiences, and
17 toxic stress;

18 (2) teaching officers to recognize trauma-related
19 responses in themselves and others through behavioral,
20 cognitive, emotional, and physiological indicators of
21 traumatic stress, including how these indicators may
22 present during calls for service and during officer-public
23 interaction;

1 (3) teaching officers the impact of trauma and how
2 occupational trauma exposure, moral injury, burnout, toxic
3 work environments, and cumulative stress affect decision
4 making, communication, performance, and well-being;

5 (4) education on the effects of psychological safety
6 on organizational culture of law enforcement and the
7 immediate work environment;

8 (5) ways to improve psychological safety through
9 trauma-informed communication and interaction skills, such
10 as reducing escalation and engaging peers and other
11 officers in a compassionate, culturally responsive, and
12 nonjudgmental manner;

13 (6) techniques for compassionate, sensitive, and
14 nonjudgmental service delivery, including
15 trauma-responsive communication and de-escalation;

16 (7) procedures for recognizing and responding to
17 traumatically triggering situations and emphasize tools
18 and techniques for achieving situationally optimal
19 outcomes; and

20 (8) comprehensive strategies and tools to manage the
21 impact of trauma, cumulative occupational stress, adverse
22 childhood experiences and toxic stress.

23 (b) The training required under this Section must be
24 presented in all full and part-time basic law enforcement
25 academies on or before July 1, 2027.

26 (c) Law enforcement agencies must present the training

1 required under this Section to all law enforcement officers
2 within 3 years after the effective date of this amendatory Act
3 of the 104th General Assembly and, thereafter, at intervals
4 established by the Board.

5 (d) The Board shall evaluate training effectiveness
6 through post-training assessments, ongoing officer feedback,
7 wellness and safety metrics, and annual public reporting. The
8 Board shall review and revise curricula and delivery methods
9 as necessary to align with emerging research and agency needs.

10 (e) Law enforcement agencies shall integrate
11 trauma-informed care practices into policies, peer support
12 programs, and officer resource referral procedures. Law
13 enforcement agencies may build partnerships with community
14 organizations and mental health professionals to support
15 implementation and continuous development.