**Chapter 14: Preparing for Multiculturalism in the Criminal Justice System: Training and Policies**

**Summary**

This chapter addressed two important issues that could help those who work in the criminal justice system in many ways: Training and policies. Training is required of all criminal justice employees, and helps prepare individuals for the situations they will encounter. Education is a very important component of training, but it alone cannot properly train an individual. Hands on experience and guidance from supervisors and experienced colleagues are also important to one’s training. Training requirements vary among the numerous positions in the criminal justice system, for instance as police officers and correctional officers attend training academies, while lawyers and judges attend law school and primarily learn from work experience and guidance. Training is limited in several ways, for instance as it cannot fully prepare individuals for what they will experience in the non-academy world.

Policies are created, implemented, and enforced with the goal to control behaviors. Criminal justice policy has been both very helpful and at times controversial. Many effective policies have been implemented, and their benefits often go unnoticed. The controversial policies draw most attention. Fortunately, policies are flexible and can be altered to address unanticipated challenges. Policies can be imposed at the agency level (e.g., with regard to decisions to prosecute) or on a much larger scale, for instance in the form of federal drug policies. Criminal justice agencies should consider policies from other countries in efforts to generate new, effective policies that could possibly implemented in the U.S.