



**Black River Technical College (BRTC)**  
**Law Enforcement Training Academy (LETA)**  
**Basic Training Recruit Handbook and Regulations**  
**Rules, Regulations, and Procedural Handbook**

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## Section A: Orientation

- A.1 For purpose of identification and security, identification badges are issued to each recruit and shall be attached to a lanyard and worn on the chest area in a readable position.
- A.2 On and off campus, all recruits shall comply with all rules, regulations, and procedures contained herein.
- A.3 In the absence of any formal order, recruits shall go through the chain-of-command to resolve any problems. Exceptions to the rules will be made only upon approval of a BRTC LETA staff instructor.

## Section B: General Rules

- B.1 Recruits shall always adhere to the following rules:
  - A. Any recruit needing to leave the classroom, causing him/her to miss any scheduled block of instruction, will submit a written request stating the reasons for missing prior to their absence. Each request must be approved by a BRTC LETA staff instructor prior to the recruit departing the BRTC LETA facility. If the request is approved, the recruit must be logged out by a BRTC LETA staff instructor. If an emergency arises over a weekend away from the BRTC LETA facility, and that emergency will result in your failure to return to class on the following Monday, a supervisor from your department must notify BRTC LETA of your absence and send a follow-up letter from your agency. Each recruit will insure that they have been logged out prior to leaving. Immediately upon your return, you must have a BRTC LETA staff member log you back into class. Failure to follow this procedure can result in being dismissed from the Law Enforcement Basic Training Academy.
  - B. Recruits shall conduct themselves as adults and professionals, perform all duties in a conscientious manner, and without hesitation, carry out all directives given by authorized personnel.
  - C. Every day at 7:50 am, the class will fall into formation for roll call, announcements, and presentation of the colors. Weather permitting; this will occur outdoors at a prescribed location. In the case of inclement weather, the drill will take place in the gymnasium.
  - D. Classes begin at 8:00 am with 10-minute breaks scheduled each hour. Recruits will be in their seats prior to time for class to start.
  - E. Recruits shall keep the BRTC LETA facility neat and orderly. Proper use of trash receptacles is required. Paper towels are not to be placed into the urinals of the men's room. They are not designed for this and will easily stop up and overflow.
  - F. Books and materials may be left in the classroom at the end of each day, but all materials will be placed in the chair seat and not left on the table tops or floor. Chairs will be put in the proper position at the end of each day and will be uniform in height.
  - G. Recruits will practice good hygiene. If you are offensive to your neighbor, you will be removed from the classroom. The uniform of the day will be clean, and the shirt tucked in at all times unless told otherwise.
  - H. Male recruits' hair will be tapered in appearance. Maximum male hair length is one inch. Female recruits' hair will be cut or worn in a style that keeps hair off the ears and off the

shirt collar. No artificial coloring outside of the natural spectrum of human hair color will be accepted. Compliance is mandatory and will be checked.

- I. Recruits will restrict their activity in the administration area to business and not disrupt administrative personnel.
- J. Recruits should not block the hallways during breaks.
- K. Class participation is encouraged; however, unnecessary talking between recruits while the instructor is lecturing will not be tolerated.
- L. Recruits must be in attendance at all scheduled or announced training sessions. All recruits must participate in class exercises. Any missed sessions may be deducted from the Law Enforcement Basic Training Academy hours.
  - 1. Recruits may not miss more than 10% of the total number of training hours or more than five consecutive days of practical exercises or Physical Training. Recruits that exceed the allowable amount will be separated from BRTC LETA Recruits.
  - 2. Recruits that are present for class but unable to participate in practical exercises or Physical Training will be counted as absent for all hours in which they do not participate.
- M. Notify BRTC LETA staff immediately or as soon as possible of any situation which will result in an absence.
- N. Barracks are provided by BRTC LETA. Your barrack is to be considered an extension of the BRTC campus, therefore behavior there shall be consistent with campus rules.
- O. BRTC LETA has a zero-tolerance anti-bullying policy. Bullying refers to repeated and unreasonable actions of individuals (or a group) directed towards an individual, which is intended to intimidate and creates a risk to the health and safety of a student. Bullying includes behavior that intimidates, degrades, offends, or humiliates a student, often in front of others.
- P. Recruits are representing their agency while attending the Law Enforcement Training Academy. Professionalism is a must while attending just as it is while on duty. Unprofessional behavior may come in many forms, e.g. as power struggles, insubordination, gossip, drama, or arguments in the training environment. For purposes of this policy, unprofessionalism will include any activity that disrupts the educational process or creates a safety hazard. Failure to follow this procedure can result in being dismissed from the Law Enforcement Basic Training Academy.

## B.2 Recruits shall not:

- A. Cheat on any graded recruit activity, including weekly academic tests, physical tests, firearms qualification or any other form of evaluation.
  - 1. Upon any allegation of cheating, a thorough investigation will be made by the BRTC LETA staff. A finding that cheating did occur will subject the offending recruit or recruits to immediate dismissal from the Law Enforcement Basic Training Academy.
- B. Commit any acts that are incompatible or in conflict with public service or that might cast any unfavorable reflection upon the Law Enforcement Training Academy or your department.

- C. Use profane, vulgar, or obscene language.
- D. Gamble, lie or steal.
- E. Use any tobacco products on the BRTC campus. State Law prohibits the use of any tobacco products on the campus of BRTC College. The barracks are considered part of the campus, and tobacco rules apply.
- F. “Horseplay” in any Black River Technical College building or on the range. (Running, wrestling, fighting, etc.)
- G. Use or possess intoxicants on BRTC property. Any basic recruit found to have any measurable amount of alcohol in his or her system is subject to dismissal. The nature of police training requires strict compliance, and recruits must always be in condition to perform potentially hazardous tasks in a safe manner. Barracks space is part of the BRTC Law Enforcement Training Academy campus and is subject to inspection at any time. Consumption in the barracks parking lot is in violation of 5-71-212, a Class C Misdemeanor, and is grounds for dismissal. Random PBT Test may be administered at any time.
- H. Violate any state or federal law. A violation of these laws is a violation of Law Enforcement Training Academy Rules and Regulations.
- I. Violate any Black River Technical College policy governing the general student population.
- J. Eat, drink, or bring food into the classroom, except bottled water with a cap.
- K. Refuse to obey the directive of any instructor.
- L. Have incoming calls during class except in an emergency.
- M. Damage classroom seats by sitting in such a way as to cause unnecessary strain or wear.
- N. Grow beards unless approved by a letter of justification from your department head and approved by the LETA Director. Recruits will be clean-shaven with no sideburns.
- O. Engage in any non-professional or extracurricular activity with a LETA instructor.
- P. Bring cell phones, iPods, pagers, or any other electronic equipment into class unless authorized by a LETA staff member.
- Q. Behaving in any manner that is sexually or racially harassing to any other recruit, person on the BRTC campus, restaurant, or barrack is prohibited. No unwanted touching, conversation, or communication will be tolerated. No means no. Violators will be subject to dismissal from the Law Enforcement Basic Training Academy, a Title IX investigation, and banned from the campus permanently.

## Section C: Barracks

- C.1 Check-in time is 6:00 PM on Sunday.
- C.2 All room assignments are permanent unless changed with authorization from the LETA Director. Only officers assigned to a room are allowed inside it. Students may not enter any other student’s room for any reason, even if invited. Any contact with other recruits or visitors will occur in the lobby, outdoors, or off-site.

- C.3 Upon room assignment, students must inspect the room, bathroom, and furnishings for cosmetic and or mechanical problems. Any problems found must be documented through a memo and given to the BRTC LETA staff.
- C.4 Barracks Hours and Conduct Expectations:
  - A. Students must be in the barracks no later than 2100 (9:00 PM).
  - B. Lights out and quiet hours begin at 2200 (10:00 PM).
  - C. Students will not play loud music, talk loudly, or otherwise disturb, harass, annoy, or alarm others in the barracks or on BRTC LETA property.
  - D. Furniture may not be altered or damaged.
- C.5 Cleanliness and Room Standards:
  - A. Students are responsible for maintaining their rooms in a clean condition at all times.
  - B. Beds will be made daily.
  - C. Clothes will be appropriately stored.
  - D. Trash will be emptied daily.
  - E. Bathrooms/sinks will be kept clean and free of water on surfaces or floors.
  - F. Toilets will be clean
  - G. Rooms are subject to inspection at any time.
- C.6 Personal Items:
  - A. Students will bring necessary hygiene items.
  - B. Washers and dryers are available on the BRTC campus.
  - C. Money, medicines, and valuables must be secured at all times.
  - D. BRTC LETA assumes no liability for personal property left in rooms, whether secured or unsecured.
- C.7 Weapons:
  - A. Weapons will remain holstered at all times except during authorized training or weapons maintenance.
  - B. Weapons stored in vehicles must be locked and out of public view.
  - C. Weapons are not permitted inside the barracks rooms.
  - D. This applies to all primary, off-duty, and intermediate weapons.
- C.8 Food, Appliances, and Electronics:
  - A. Microwaves and similar appliances are not allowed in barracks rooms.
  - B. Personal computers and cellular phones are permitted.
  - C. Food and drinks kept in rooms must be sealed.
- C.9 Alcohol, Drugs, and Impairing Substances:
  - A. Possession or consumption of alcohol or any substance capable of impairment is prohibited on BRTC LETA barracks property.
  - B. BRTC LETA maintains zero tolerance for impairment.
  - C. Students in possession of such substances, showing any measurable alcohol content, or appearing impaired are subject to dismissal.
  - D. Students taking prescription medications capable of impairment must notify BRTC LETA staff immediately.

- C.10 Tobacco, Vaping, and Electronic Cigarette Devices: Smoking, vaping, or the use of smokeless tobacco is not permitted in the barracks. Tobacco and vaping products must be kept in the student's vehicle—not in the room. Electronic cigarettes are included in this prohibition.
- C.11 No pets are allowed unless it is a service animal with prior authorization.
- C.12 Students must notify BRTC LETA staff in advance if they do not plan to spend the night in their assigned room. Barracks are closed on weekends.
- C.13 Upon completion of the Basic Training Academy, rooms must be deep-cleaned and will be inspected. Rooms must be left in equal or better condition than when first occupied. All personal belongings must be removed by final checkout.

## Section D: Firearms Rules

- D.1 In order to prevent accidents or near accidents with firearms, the following requirements apply while you are in attendance at BRTC LETA. These rules shall be strictly enforced.
  - A. No weapons (firearms or Taser) or chemical agents are allowed inside the law enforcement building unless instructed by a BRTC LETA staff member.
  - B. Weapons and duty gear will be readily available at all times by securing them in the recruit's locked vehicle. The weapons shall be concealed from view inside the vehicle.
  - C. Recruits must adhere to all range rules (to be supplied during range week).
  - D. Recruits must maintain their own weapon. Weapons not properly cleaned and maintained will not be allowed on the range.
  - E. Firearms safety violations, including negligent discharges, are extremely serious matters and will not be tolerated.

## Section E: Sleeping in Class

- E.1 Sleeping in class will not be tolerated.
- E.2 To avoid sleeping in class, a recruit may move from their assigned seat to a standing position along the back wall of the classroom.
- E.3 A recruit not exercising the above option and going to sleep in class will be sent from the class by the instructor.
- E.4 The recruit will report to a BRTC LETA instructor when sent from a class for sleeping.
- E.5 The first offense of sleeping in class will result in a verbal reprimand directed to the recruit, a call to the recruit's agency informing the agency of the recruit's conduct, and a brief statement about the violation placed in the recruit's file.
- E.6 Second offense of sleeping in class will result in a written reprimand placed into the recruit's file, and a copy of the reprimand sent to the recruit's employing agency.
- E.7 Third offense of sleeping in class will result in a recommendation of dismissal from the Law Enforcement Basic Training Academy. The recommendation may come from an instructor or LETA staff member. The recommendation will be presented to the LETA Director for final action.

## Section F: Dress Code

- F.1 Proper dress is essential to promote the professional image that Law Enforcement Training Academy and the entire law enforcement community wants to promote. Therefore, the recruit will adhere to the following dress code:
- A. Proper attire for the classroom includes
    1. LETA issued shirt (additional shirts may be purchased)
    2. Black or dark blue pants
    3. Polished shoes or boots or clean black athletic shoes in good condition
  - B. The following is prohibited attire in the classroom:
    1. Tank tops, sleeveless shirts, shorts or cut-off shirts
    2. Jeans (except when permitted, e.g.: casual day)
    3. Cut-off pants, or shorts
    4. Sandal style shoes, dirty shoes, or dirty socks
    5. Caps, hats, or headbands
  - C. Appropriate attire for physical training or defensive tactics will be:
    1. Black sweatshirts, hoodies, or jackets
    2. BRTC LETA logo shirts (no red t-shirts)
    3. Black shorts or sweatpants/athletic leggings. Shorts should be mid-thigh or longer.
    4. Proper support devices
    5. Clean clothing to include socks and shoes
  - D. Appropriate attire for firearms and other outside practical training will be:
    1. Same as the classroom, except caps are allowed.
    2. BDU or military style clothing is acceptable.
- F.2 Squad leaders will report any violations of the dress code or act on any problems that should be corrected in order to ensure conformity to the above code and to maintain proper discipline. Daily inspections are encouraged during morning formation to ensure compliance, neatness, and cleanliness.

## Section G: Sick Call

- G.1 Illness or injury will be reported to BRTC LETA staff immediately. Once the immediate concern of the injury is determined, a memorandum detailing the injury, cause, extent, and doctor's recommendation shall be drafted and submitted to the LETA Director.
- G.2 The BRTC Law Enforcement Training Academy is not liable for hospital care or medication.
- G.3 Any recruit under a doctor's care or taking prescribed medication shall report details of their condition and what they are taking and its physical effects to the BRTC LETA staff. Failure to report this information may result in dismissal from the Law Enforcement Basic Training Academy. The recruit shall retain all prescribed medication at all times.
- G.4 No recruit may participate in any exercise that may put them or others at risk due to medication that has the potential to cause impairment.

## Section H: Academic Matters

- H.1 The instructors accept, desire, and encourage questions provided they represent an honest attempt to gain information. Recruits must have a sincere interest, an open mind, and a desire to learn theory, techniques, and procedures in order to successfully complete the program.
- H.2 Utmost courtesy will be extended to all visiting instructors and visitors.
- H.3 Exam reviews will be conducted following the exam at a time established by the BRTC LETA instructor. No exam review will be allowed until after everyone has completed the exam.
- H.4 Any adjustments in your final score will only be made after approval of the LETA Director.

## Section I: Academic Requirement

- I.1 In order to complete the Law Enforcement Basic Training Academy, the recruit must achieve a minimum grade of 70% in each academic block of instruction or higher if required for a particular certification course.
- I.2 Some areas of instruction require practical exercises. The recruit must be proficient in certain areas in order to graduate. Proficiency exercises are a pass-fail situation.
- I.3 Recruits failing a specific week's academic block examination will be allowed to re-test following the failed exam. Failure to appear at the designated time for the re-test will result in automatic dismissal from the Law Enforcement Basic Training Academy. The maximum grade for a retest is 70%.
- I. 4 The BRTC LETA staff must approve any change from the scheduled day and time for the re-test.
- I.5 The recruit with the top academic score will receive an award during graduation. An additional award will be given to the recruit with the overall best average. Academics, firearms, and physical fitness scores will be averaged to determine the overall score.

## Section J: Academic Grading Formula

- J.1 The grade for the weekly exam on Friday will be the number of correctly answered questions divided by the total number of questions multiplied by 100.

## Section K: Firearms Training

- K.1 A minimum firearms qualification score of 80% will be required before a recruit is permitted to graduate from the BRTC Law Enforcement Training Academy. The recruit must achieve two back to back qualification scores during firearms training week.
- K.2 Recruits will fire a Qualification Course approved by the Commission on Law Enforcement Standards and Training. Each course will require 40 hits out of a possible 50, which must be scored twice, back-to-back, out of 4 tries on qualification day, using a "Q" target. One qualification retest is permitted and will typically occur on the following Monday morning after the scheduled qualification day.
- K.3 The two (2) highest qualifying scores will be used to determine the recruit's overall firearms average. This qualification average will also be used to determine the award at graduation for the top shooter.

## Section L: Class Leadership

- L.1 At a designated time, the class will select a class speaker who will address the class during graduation.
- L.2 The class may elect to choose a member to lead an invocation for the graduation ceremony.

## Section M: Squad Leaders

- M.1 The class will be divided into squads. The LETA Director will determine the procedure to select recruits to be assigned as squad leaders.
- M.2 The squad leader shall have authority to make decisions concerning the general welfare and safety within their squad. These decisions will remain in effect until reviewed by a higher authority.
- M.3 Failure to follow a directive by a squad leader will be treated the same as failure to follow a directive by a BRTC LETA staff member.
- M.4 General Responsibility:
  - A. Account for all members of the squad at any and all formations.
  - B. To collect any memos from squad members.
  - C. To make sure squad members are present and on time for classroom and/or practical activities.
  - D. To keep BRTC LETA staff informed of any problems within the squad.
  - E. To notify squad members of any orders, requests, or information given by BRTC LETA staff, or other person in authority.
  - F. To notify BRTC LETA staff immediately concerning illness or injury of any squad member and lost or stolen items from any squad member.
  - G. To ensure all members of your squad follow the Law Enforcement Training Academy Rules and Regulations for conduct.
- M.5 Assistant squad leaders may be appointed and will act in the absence of a squad leader and assist the squad leader in any way needed.

## Section N: Chain of Command

- N.1 The chain of command will be LETA Director, LETA staff, class leader, squad leader, recruit.
- N.2 Any recruit wishing to discuss any matter concerning a Law Enforcement Training Academy problem must follow this chain of command, except in instances involving sexual or racial harassment.
- N.3 Any recruit using the chain of command has the right to appeal any decision. The right to appeal does not allow any recruit to bypass any step in the chain of command, except in instances involving sexual or racial harassment.

## Section O: Disciplinary Action

- O.1 The disciplinary action taken in any situation involving violations of Law Enforcement Training Academy Rules and Regulations will be based on the results of an investigation of the alleged act. The disciplinary action taken may be admonishment, assignment of additional duties while attending the Law Enforcement Basic Training Academy, verbal reprimand, written reprimand, or immediate dismissal from the Law Enforcement Basic Training Academy. (See LETA Disciplinary Procedures in Addendum.)

## Section P: Use of State Property

- P.1 All recruits are responsible for all state property issued to them, and such property must be returned before the recruit leaves Black River Technical College Law Enforcement Training Academy. Additionally, recruits shall not remove any state property from its assigned location without authorization.

## Section Q: Physical Fitness Program

- Q.1 ALL RECRUITS WILL PARTICIPATE IN THE PHYSICAL FITNESS PROGRAM TO THEIR FULLEST ABILITY. You should arrive for basic training in good shape. You will be stressed on day one. If you plan to get into shape after you arrive, you have planned poorly, and you run the risk of failure. One example, you should be able to run 1.5 miles without stopping on day one. Many academy failures are due to poor physical condition as well as medical problems. Do not risk injury, a medical episode, or failure by not being fit for duty.
- Q.2 Recruits will be tested in physical fitness to record improvements.
- A. If injury or sickness occurs during the program, a doctor's opinion on the condition will be required, and an evaluation will be made as to the recruit's continuing or withdrawing from the Law Enforcement Basic Training Academy.
  - B. If a physical condition prevents the recruit from participating at an acceptable level, that recruit will be dismissed from Law Enforcement Basic Training Academy to allow conditions to improve.
- Q.3 Appropriate attire for physical training: See [Section F: Dress Code](#), Subsection C.
- Q.4 The top recruit in Physical Fitness will receive an award during graduation.
- Q.5 Recruits are required to participate in the Defensive Tactics Program.

## Section R: Course Material

- R.1 BRTC LETA will provide course material for the majority of classes.
- R.2 Test questions may come from lecture material or from course material. While most test questions will come from course material, it is important to take notes since some test material may originate from lecture material alone.

## Section S: Fire Emergency

- S.1 In case of fire, or if an alarm is activated in the building, all recruits shall leave the building using the nearest exit and assemble in formation in the north parking lot of the BRTC LETA building.

- S.2 Squad leaders will then account for all squad members and immediately report any who are not present.
- S.2 This same procedure will apply in cases of similar emergencies.

## Section T: Veterans' Administration Benefits

- T.1 The BRTC LETA classes are approved by the State Approving Agency for Veterans, which enables all eligible veterans to receive educational benefits while attending the academy and other higher education classes.
- T.2 Necessary application forms may be obtained from the Black River Technical College Financial Aid Office.

## Section U: Awarding of College Credit upon Completion of LE Basic Training Academy

- U.1 The awarding of college credit hours for courses during the Law Enforcement Basic Training Academy is contingent upon recruits applying and meeting Black River Technical College admission procedures as required by the Arkansas Department of Higher Education.
- U.2 Law Enforcement Training Academy recruits will be enrolled as Black River Technical College students while attending the academy.

## Section V: Staff/Recruit Relationship

- V.1 The integrity of the Law Enforcement Training Academy must be maintained. In order to do so and provide the best instruction available to recruits, instructional staff contact should be limited to official duties. Outside contact away from the Black River Technical College premises or extra tutoring outside of the daily subscribed schedule cannot be permitted without the specific approval of the LETA Director.
- V.2 While in attendance at BRTC LETA, recruits are expected to maintain a professional relationship with the staff and other recruits.
- V.3 Instructors at the BRTC LETA are here for the purpose of providing recruits with education and training for the challenges of a law enforcement career. Recruits are encouraged to approach faculty and staff to have questions answered or material clarified. This may be done during, before, on breaks, or after class as long as it is during academy hours, and is done professionally.
- V.4 This policy does not pertain to after-hour barrack inspections. Barrack inspections should be conducted by two staff members.

## Section W: Academy Withdrawal

- W.1 The recruit's agency enrolls him/her in the Law Enforcement Basic Training Academy. Only that agency can withdraw the recruit.
- W.2 Withdrawals can be made only for reasons in the best interest of BRTC LETA as determined by the LETA Director, including compelling medical reasons, prevention of further injury of a previous condition, death or serious illness or injury of an immediate family member, or other true emergency situations.

- W.3 If a recruit is withdrawn from the academy, he/she will be enrolled in the next available Law Enforcement Basic Training Academy at the beginning of the week in which he/she was withdrawn.
- W.4 The recruit's grade averages will transfer to the new class.
- W.5 Unofficial withdrawals or leave will result in failure of the Law Enforcement Basic Training Academy.

## Section X: Active Killer Response Procedures

- X.1 These active killer response procedures establish a coherent system through which LETA basic recruits and Fire Science students are to respond in the occurrence of an active killer event inside the LETA facility.
- X. 2 LETA basic recruits are probationary, non-certified, and have not yet received firearms training; therefore, the "Run. Barricade. Fight" concepts are the best and safest strategies for LETA and elsewhere on the BRTC campus.
- X.3 In the event of an active killer event inside the LETA facility, LETA basic recruits and Fire Science students will respond with the aforementioned, "Run. Barricade. Fight" strategies. LETA instructors are certified, trained and armed LEOs who will eliminate the threat(s) as required.
- X.4 If an active killer event occurs elsewhere on the BRTC campus, the LETA Director, LETA instructors, and Fire Science Director are part of the campus emergency plan and will respond to the active killer's location. Basic recruits and Fire Science students will remain inside the LETA building and will not respond. This is not negotiable. This is best for overall safety and will reduce confusion or the possibility of a "blue-on-blue" friendly-fire incident. All Fire Science students will report to, and become part of, LETA Squad C, and will remain under the supervision of the LETA class leader and C squad leader until relieved by the Fire Science Director.
- X.5 LETA basic recruits and Fire Science students will not exit the LETA building to arm themselves absent the most extreme emergency circumstances and will do so only with permission from the LETA Director, LETA instructors, Fire Science Director, class leader, or squad leaders, in that order. If the LETA Director, LETA instructors, and Fire Science Director are not available, the class leader has supervisory authority over the basic class. If the class leader is not available, the squad leaders will have supervisory authority over the basic class.
- X.6 Upon notification of an active killer event on campus, a pre-selected LETA squad leader will immediately retrieve the door-dogging key from the administrative assistant's office and will lock all exterior doors. While the designated squad leader is retrieving the door-dogging key, the remaining 3 squad leaders will provide exterior door security and barricade if necessary. The squad leaders have the discretion to select help from LETA basic recruits or Fire Science students during this process.
- X.7 In the absence of the LETA Director, LETA instructors, or Fire Science Director, the class leader will retain control of all other LETA basic recruits and be prepared to make assignments as necessary.

- X.8 LETA may potentially serve as a casualty-collection point and/or med-evac helicopter landing zone. LETA basic recruits and Fire Science students must be prepared for this possibility and provide site security to LETA and its occupants.
- X.9 Purposeful refusal or failure to follow the instructions set forth by the LETA Director, LETA instructors, Fire Science Director, class leader, or squad leader will result in disciplinary sanctions up to and including dismissal from the Law Enforcement Basic Training Academy.