BLACKBIRD FOR TRAINING

Certified Program Voluntary Principles on Security and Human Rights (VPSHR)

23 – 27 August 2027
Boston, Massachusetts (USA)



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Introduction

In today's complex operational environments, security guards play a vital role in protecting people, assets, and facilities while ensuring full respect for human rights at all times. Organizations committed to the Voluntary Principles on Security and Human Rights VPSHR require their security personnel to demonstrate professionalism, lawful conduct, accountability, and ethical decision-making in both routine duties and emergency situations.

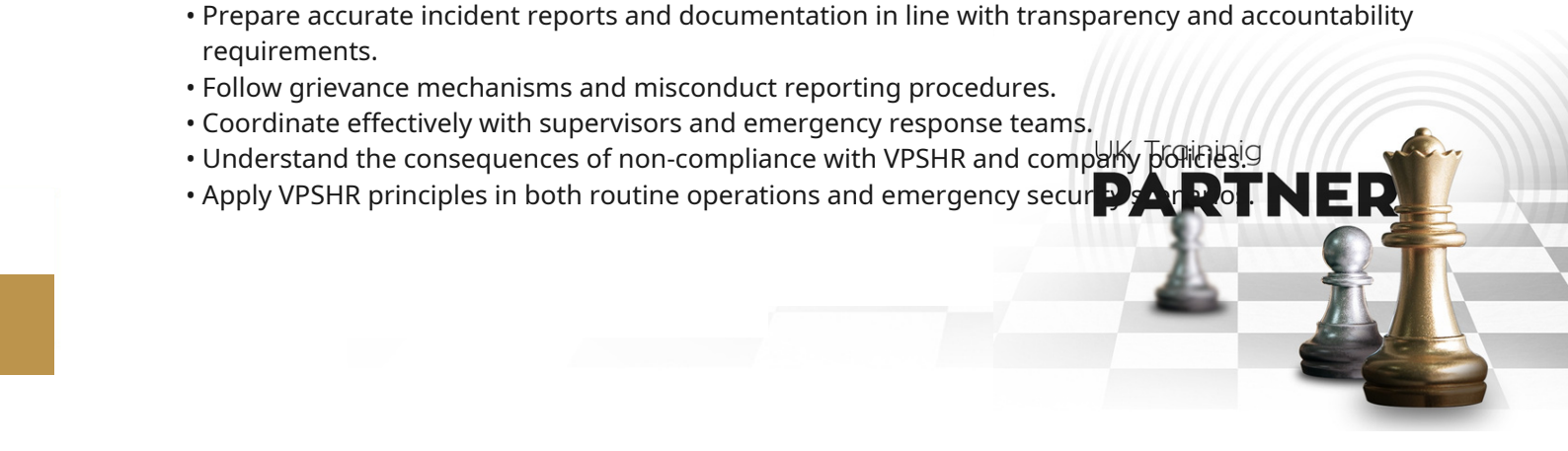
This one-week certified training program provides security guards with the knowledge, practical skills, and behavioral competencies needed to apply VPSHR standards effectively in daily security operations. The course integrates human rights awareness, use of force principles, rules of engagement, incident management, access control, lawful detention, search procedures, and grievance reporting processes—fully aligned with company policies and international best practices.

Through realistic scenarios, simulations, drills, role play, and practical exercises, participants will develop confidence in handling routine patrols, high-pressure incidents, conflict situations, and emergency response coordination—while preserving safety, dignity, respect, non-discrimination, and compliance.

Course Objectives

By the end of this training program, participants will be able to:

- Understand the purpose, framework, and key principles of VPSHR.
- Apply human rights concepts, including dignity, fairness, respect, and non-discrimination, in daily security duties.
- Perform access control, patrol activities, and security tasks while protecting employees, contractors, visitors, and communities.
- Apply site rules governing use of force, rules of engagement, lawful detention, and search procedures.
- Demonstrate responses that are legal, necessary, proportional, and accountable.
- Use communication and de-escalation techniques to prevent conflict escalation.
- Recognize vulnerable individuals and sensitive situations in diverse cultural environments.
- Manage security incidents while preserving human rights and professional conduct standards.
- Prepare accurate incident reports and documentation in line with transparency and accountability requirements.
- Follow grievance mechanisms and misconduct reporting procedures.
- Coordinate effectively with supervisors and emergency response teams.
- Understand the consequences of non-compliance with VPSHR and company policies.
- Apply VPSHR principles in both routine operations and emergency secur[illegible].



Course Outlines

Day 1—VPSHR Fundamentals and the Role of Security Guards

- Purpose and core principles of the Voluntary Principles on Security and Human Rights VPSHR.
- The role of security guards in protecting people, assets, and facilities.
- Responsibilities toward employees, contractors, visitors, and communities.
- Professional conduct standards and respectful behavior.
- Identifying actions that may impact human rights.
- Case studies: positive and negative security behavior examples.

Practical Exercise:

- Identifying human rights risks during routine guard duties.

Day 2—Human Rights Awareness in Security Operations

- Core human rights concepts: dignity, fairness, respect, and non-discrimination.
- Cultural awareness and sensitivity in diverse operational environments.
- Preventing harassment, discrimination, and abuse of authority.
- Ethical decision-making during routine patrol and access control.
- Recognizing vulnerable individuals and sensitive situations.
- Communication standards and professional behavior.

Workshop:

- Behavioral assessment scenarios and group discussions.

Day 3—Use of Force and Rules of Engagement

- Principles of use of force: legality, necessity, and proportionality.
- Site-specific rules of engagement and escalation procedures.
- Lawful detention, search procedures, and access control protocols.
- Avoiding excessive or inappropriate force.
- Situational awareness and personal safety.
- De-escalation techniques and stress management.
- Decision-making under pressure.

Simulation:

- Use-of-force decision-making scenarios.



Day 4—Managing Security Incidents Respectfully,

- Incident response aligned with VPSHR and human rights standards.
- Conflict management and handling aggressive behavior.
- Communication techniques during tense or high-risk situations.
- Coordination with supervisors and emergency response teams.
- Preserving dignity during enforcement actions.
- Incident documentation and evidence preservation.

Role Play:

- Handling confrontation, access denial, and escalation scenarios.

Day 5—Reporting, Accountability, and Practical Application

- Incident reporting standards and documentation accuracy.
- Transparency and accountability requirements.
- Grievance mechanisms and misconduct reporting procedures.
- Consequences of non-compliance with VPSHR and company policies.
- Building trust with communities and stakeholders.
- Integrated scenario-based exercises covering routine duties and emergency situations.

Final Exercise:

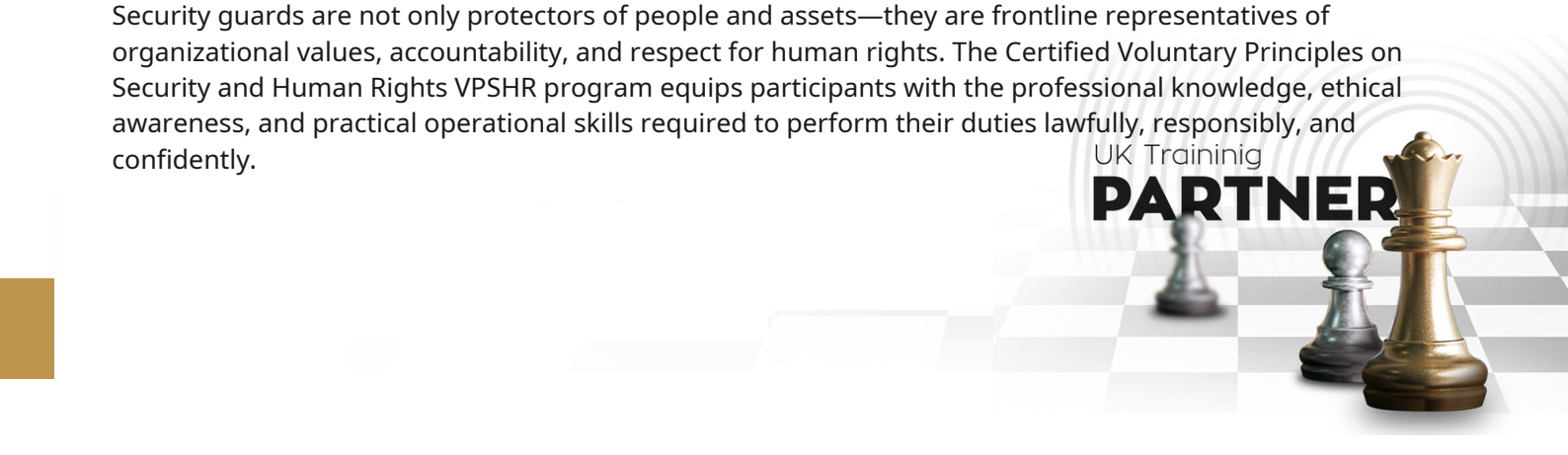
- Full operational scenario assessment with structured feedback.

Why Attend This Course: Wins & Losses!

- Strengthen compliance with VPSHR and international human rights standards.
- Enhance professional conduct and lawful use of force practices.
- Reduce incidents of excessive force, discrimination, or misconduct.
- Improve incident response, documentation, and accountability.
- Build trust with communities, stakeholders, and employees.
- Increase confidence in managing high-pressure security situations.
- Improve coordination with supervisors and emergency teams.
- Protect organizational reputation and legal standing.

Conclusion

Security guards are not only protectors of people and assets—they are frontline representatives of organizational values, accountability, and respect for human rights. The Certified Voluntary Principles on Security and Human Rights VPSHR program equips participants with the professional knowledge, ethical awareness, and practical operational skills required to perform their duties lawfully, responsibly, and confidently.



By integrating human rights principles, lawful use of force, structured incident management, proper documentation, and accountability mechanisms, this course ensures that security operations remain effective, compliant, and aligned with international best practices.

In today's operational landscape, professionalism and respect for human rights are not optional—they are essential for safe, responsible, and sustainable security operations.

