

## Steven Hinkley

### Security/Safety Specialist



Steven Hinkley, Project Specialist Emergency Preparedness/Safety, Security & Training at Codenity, skilled in both the preparation and implementation of high-level criminal case executions and resolutions, Steven (Steve) Hinkley brings over 31 years' law enforcement expertise to Codenity. As a Safety and Security Expert in the market segment of Emergency Preparedness/Safety, Security & Training for the compliance firm, Steve works with the firm's national clients to assess and perform safety and preparedness training, processes, and documentation review. He has helped design Active Shooter Response Procedures, Active Shooter Safe Rooms, Emergency Operations Plans, Evacuations and Reunification Procedures and has completed numerous building security assessments that have included security cameras, employees' safety issues, and overall building safety operations.

Steve enjoys sharing in extensive training, education, and experiences in all facets of public safety operations and administration and currently serves as law enforcement administrator responsible for over 135,000 citizens, in addition to contributing to the Codenity team. With an innovative and resourceful approach to creating solutions while investigating major crimes, Steve has served as Assistant Coordinator of a Major Crimes Task Force that collaborates with the United States Homeland Security, Federal Bureau of Investigation, Bureau of Alcohol, Tobacco, Firearms and Explosives and the United States Secret Service. As a law enforcement instructor for the past 20 years, Steve instructs both new and seasoned law enforcement officers. His instructional area of expertise includes law scenario-based conflict resolution, street-level tactical operations, alcohol-based investigations, courtroom testimony and specialized interviewing. He has not only designed and managed training academies for large hospitals' security teams that resulted with a statewide certification program but has created countless community-based operations that have strengthened the ties between law enforcement and community members. Steve serves as lead trainer/consultant for the Codenity Active Shooter Response Program that works with public/private schools, large medical facilities, places of worship, government buildings and courthouses and has been praised by judges for his work in planning Active Shooter situations in courtrooms. As a former member of a regional S.W.A.T. team that coordinated operations with several federal agencies, he has extensive experience in the planning and execution of multiple raids and investigative training in Police Internal Affairs Investigations and Police Officer Involved Shootings.

Steve's formal education includes training at Michigan State University, The University of Northwestern and The Institute of Police Technology and Management. He is certified in multiple areas of investigative procedures. As a team contributor to the Kalamazoo, MI-based Codenity inclusive efforts Steve focuses on the needs of the physical environment as it relates to the safety and security of employees, patients, students and systems in the healthcare, school, university, and multiple use construction facilities.