



Police Chief: Model Profile

- Is in favor of creating/adopting model policies on excessive use of forceⁱ
- Is in favor of laws that ban racial profilingⁱⁱ
- Promotes and helps create a civilian review boardⁱⁱⁱ
- Stand against local enforcement of immigration laws (commonly known as 287 (g) Programs)
- Promotes/creates effective civilian complaint procedures^{iv}
- Promotes use of community policing strategies^v
- Create strict policies and training on when and on whom police officers should draw their weapons
- Require all officers to report to the police chief every instance in which their weapon was drawn (even if not shots were fired)
- Institute policy for removal of any officer who shoots at an unarmed suspect
- Will fire or reprimand officers that are found to practice excessive use of force
- Has a track record of recruiting and hiring diverse staff at every level of organization
- Is against the use of Taser devices as there is further testing that needs to be done in order to make sure they don't have unintended consequences when used of the elderly, those with heart problems or other illnesses, or those under the influence of alcohol or drugs

ⁱ Model use of force standards should address the following: 1) Use of Force - in general, 2) Citizen Complain Procedures, 3) Drawing and Displaying Firearms, 4) Vehicular Pursuits, 5) Dealing with Fleeing Felons, 6) Foot Pursuits, 7) Internal Review, 8) Shooting at/from Motor Vehicle, 9) Use of Impact, Edged, and Other Similar Weapons, 10) Crisis Intervention Training &

Response, 11) Investigation Procedures, 12) Canine Use, 13) Use of Tasers - the NAACP has called for a ban on the use of these devices until further investigation on impact of Taser use and implementation of effective use of Taser standards, 14) Civilian Oversight, 15) Evidence Preservation & Presentation

ii An effective racial profiling policy would ban the reliance on race, ethnicity, nationality, or religion *to any degree* except when relevant and trustworthy information is available linking a person of a particular race, ethnicity, national origin, or religion to a specific criminal incident or scheme. The law must also: 1) require training on racial profiling, 2) collect data on race, ethnicity, nationality, religion on routine and spontaneous law enforcement encounters, 3) establish administrative complaint procedures or independent auditor programs, 4) allow for collective action if racial profiling is discovered, 5) include enforcement mechanisms such as injunctions, civil action, or declaratory relief.

iii An effective civilian review body must: 1) be completely independent, 2) have investigatory powers, 3) require mandatory police cooperation, 4) have adequate funding, 5) be able to hold hearings, 6) reflect community diversity, 7) be able to make policy recommendations, 8) issue public statistical reports, 9) have separate/independent offices, 10) be able to determine disciplinary action.

iv Complaint procedure should include: 1) making complaint forms readily available, 2) publicizing complaint procedures, 3) providing written instructions to all who file complaints, 4) making documents available in main languages of jurisdiction, 5) establishing a complaint hotline, 6) timely investigation and appeals process.

v “Community policing is a philosophy that promotes organizations strategies, which support the systematic use of [community] partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime.” – Definition by U.S. Department of Justice, COPS Office.