

Police Accountability and Transparency Task Force

**Draft Preliminary Report on
Priorities/Recommendations**

Pillar 1: Building Trust and Legitimacy

1. Change the culture of policing - adopt a guardian versus warrior culture of policing. (Rec. 1.1)

- a. Adopt procedural justice framework as for internal and external policies and practices to guide police interactions with the citizens they serve. (Rec. 1.4)
- b. Incorporate restorative justice practices into policing using community-based organizations.

2. Publicly address the role of policing in past injustices. (Rec. 1.2)

3. Make all departmental policies and procedures available online (Rec. 1.3)

4. Task Force should conduct regional listening sessions, coupled with community surveys, by the end of the summer to seek public input in the final report.

- a. Require agencies to periodically track the level of trust in police by their communities just as they measure changes in crime. Annual community surveys, ideally standardized across jurisdictions and with accepted sampling protocols, can measure how policing in that community affects public trust. (Rec. 1.7)

Pillar 1: Building Trust and Legitimacy

5. Examine police officers' interactions with individuals with a mental, intellectual, or physical disability.

- a. Ensure resources are available for diversionary programs

6. Ensure each officer commits to 500 hours of community engagement activities within Connecticut's major urban centers as prior to receiving initial officer certification.

7. Duty to intervene

- a. Make it mandatory that officers report misconduct and intervene when they see wrongdoing, with criminal penalties if they fail to do so.
- b. All officers complete a mandatory Peer Intervention Program at the academy and receive annual refresher Peer Intervention Training.
 - i. A successful peer intervention program has been EPIC. It stands for Ethical Policing Is Courageous. The core concepts of the program were developed by a Holocaust survivor. After Hurricane Katrina, New Orleans Police Department in collaboration with other community partners developed a comprehensive and mandatory peer intervention curriculum for all their officers to promote a culture of high quality and ethical policing.
 - ii. A Peer Intervention program not only puts the onus and oversight on the officers, but it continues drives home the message that they have a duty to act when a fellow police officer engages in misconduct. The training reinforces the officer's role as active bystanders and diminishes the power of the police culture that emphasizes the so called "blue wall of silence".

Pillar 2: Policy and Oversight

8. Develop an independent external investigating authority- Other states empower the Attorney General to play this role. This authority should fulfill the following goals:

- a. Public must trust that deadly use of force incidents and incidents involving excessive use of force are investigated with credibility and integrity.
- b. Mechanism for state to conduct a patterns and practice investigation in response to civil rights violations, including police misconduct.
- c. Law enforcement agencies should establish a Serious Incident Review Board comprising sworn staff and community members to review cases involving officer-involved shootings and other serious incidents that have the potential to damage community trust or confidence in the agency. The purpose of this board should be to identify any administrative, supervisory, training, tactical, or policy issues that need to be addressed. (Rec. 2.2.6)
- d. Law enforcement agencies should implement nonpunitive peer review of critical incidents separate from criminal and administrative investigations. (Rec. 2.3)

Pillar 2: Policy and Oversight

9. Prohibit chokeholds, and neck restraints

10 Reform Internal Affairs

- a. Ensure that the internal affairs process is transparent and accountable
- b. Community involvement in internal affairs investigations.

11 Reform citizen complaint process

- a. Require all law enforcement agencies operating in the State of Connecticut to accept electronic complaints and clearly lay out complaint procedure on their website.
- b. Create a statewide public database of police complaints by department and officer, listed by status (filed, pending, outcome)

12 Require officers to identify themselves by their full name, rank, and command (as applicable) and provide that information in writing to individuals they have stopped. In addition, policies should require officers to state the reason for the stop and the reason for the search if one is conducted. (Rec. 2.11)

Pillar 2: Policy and Oversight

- 13 Law enforcement agencies should report and make available to the public census data regarding the composition of their departments including race, gender, age, and other relevant demographic data. (Rec. 2.5)**
- 14 Identify state labor issues that prevent police administrators from easily removing unfit officers**
 - a. Explore fair police union contracts
- 15 Amend Alvin Penn Law to include racial/ethnic/gender/religious data collection of Pedestrian stops (Trespass, Loitering, Disorderly Conduct), Breach of Peace, and Interfering with Police Officer.**

Pillar 3: Technology & Social Media

16. Evaluate the effectiveness of other less than lethal force tools (Rec. 3.6)

17. Mandate body-worn cameras in all departments

- a. Law enforcement agencies should review and consider the Bureau of Justice Assistance's (BJA) Body Worn Camera Toolkit to assist in implementing BWCs. (Rec. 3.3.3)

Pillar 4: Community Policing and Crime Reduction

18 End broken windows policing

- a. Stops for low-level administrative and equipment offenses should be secondary (i.e. police can no longer stop a car for these reasons)
- b. Law enforcement officers should be required to seek consent before a search and explain that a person has the right to refuse consent when there is no warrant or probable cause. Furthermore, officers should ideally obtain written acknowledgement that they have sought consent to a search in these circumstances. (Rec. 2.10)
- c. Discontinuing police officers from chasing and pursuing “stolen vehicles,” unless, vehicle is classified as carjacking with a weapon. Police officers’ scope of duties should not include “Vehicle Recovery Police” for insurance agencies.
- d. Amending CT Statues Public Drinking, Loitering and Disorderly Conduct that require and allow officers to “self-initiate” enforcement that has led and continues to be used as racial and bias policing tactic that results in disproportional police contact and enforcement.
- e. Redefine “Police Scope of Duties.” Get police out of performing Non-Policing Matters. Discontinuing duties such as responding to- Homeless Calls, Medical Calls, MVA (no-injuries) Calls, Civil Investigations, Frauds (Credit Card /Banks/Checks), Counterfeit Bills, School Resource Officers, Building Code Enforcement, Loitering, Public Drinking, Enforcing Legal Marijuana Card Verification and Receptacle Storage.

Pillar 4: Community Policing and Crime Reduction

19. Mandate community oversight of all police departments

- a. Some form of civilian oversight of law enforcement is important in order to strengthen trust with the community. Every community should define the appropriate form and structure of civilian oversight to meet the needs of that community. (Rec. 2.8)

Pillar 5: Training and Education

20. Develop a strategy to achieve accreditation (State or National) for all police departments in CT

Pillar 6: Officer Wellness & Safety

- 21. Ensure early intervention through assistance, correction action and discipline**
- 22. Implement psychological evaluation of officers into the recertification process**