# Checklist of Community Trust Policy Considerations for Law Enforcement Leaders

Police leaders, community members, and elected officials all play a crucial role in moving constructive public safety efforts forward. The IACP's Community Police Engagement webpage is a comprehensive resource of tools highlighting policy considerations and tangible strategies to support police and communities in their efforts to engage in productive dialogue, form strong partnerships, and identify meaningful solutions. At a time when agencies are looking to assess their policies and procedures to maximize community–police engagement, this tool provides a checklist of key policies that help public safety stakeholders develop a strong, consistent foundation.

## Instructions

The following checklist of considerations provides a quick reference for conducting a review of current agency policies, approaches, and activities to ensure they align with practices that reflect the interests of the community and promote the values and ethics of the policing profession. The below considerations are organized into five categories and include key objectives with policy considerations. For tools and resources related to these categories and policies, please visit the IACP's Community Police Engagement webpage.

## Community Policing

Agencies should consider:

☐ Reaffirming that the fundamental principle of all police officers and agencies is to value and preserve human life and to incorporate that believe into the mission, vision, goals, and ethics of every policy agency.

☐ Regularly have officers publicly reaffirm adherence to an Oath of Honor.

☐ Ensuring that community policing is the key operational philosophy in mission statements, strategic plans, and leadership development programs.

☐ Embracing procedural justice by providing the community opportunities to understand and share their perspective on policies and procedures.

☐ Give officers ample time to engage with community members and solve community problems.

☐ Give communities direct, ongoing opportunities to give feedback and respond to input.

Agencies' should consider aligning policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ Grievance Procedures

☐ Media Relations

☐ Social Media

## Bias-Free Policing

Agencies should consider:

☐ Adopt comprehensive bias-free policies and training.

☐ Striving to have diversity within their agency and create a culture of equity and inclusion by working to eliminate racial, ethnic, and gender bias in the workplace.

Agencies' policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ Bias-Free Policing

## Use of Force

Agencies should consider:

☐ Adopting use of force policies that establish the standard of "objectively reasonable under the totality of the circumstances" set forth by Supreme Court, *Graham v. Connor.*

☐ Officers shall use only the force that is objectively reasonable to effectively bring an incident under control, while protecting the safety of the officer and other others. Officers shall use force only when no

reasonably effective alternative appears to exist and shall use only the force which a reasonably prudent officer would use under the same or similar circumstances.

☐ Provide regular de-escalation training and consider policies that encourage officers to use de-escalation techniques and other alternatives to higher levels of force consistent with his or her training whenever possible and appropriate before resorting to force and to reduce the need of force.

Agencies' policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ National Consensus Discussion Paper on Use of Force and Consensus Policy

☐ Crowd Management and Control

☐ Electronic Control Weapons

☐ Officer-Involved Shootings

☐ Reporting Use of Force

## Leadership and Culture

Agencies should consider:

☐ Strive to have diversity within their agencies and create a culture of equity and inclusion by working to eliminate racial, ethnic, and gender bias in the workplace.

☐ Ensure that field training incorporates core values and communicates them to new officers.

Agencies' policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ Arrests

☐ Body-Worn Cameras

☐ Incident Command

☐ Retaliatory Conduct

☐ Standards of Conduct

## Recruitment and Hiring

Agencies should consider:

☐ Reevaluating hiring qualifications and testing, including critical thinking, ethical decision-making, educational standards, background investigations, targeted recruitment efforts, review of hiring standards and practices, diversity, training, and recruitment programs.

Agencies' policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ Early Identification System

☐ Employee Misconduct

## Community Trauma/Victim Services

Agencies should:

☐ Establish trauma-informed, victim-centered law enforcement responses to victims of crime and the communities you serve to increase safety and promote engagement, access, resources, healing, and justice as defined by individuals impacted.

Agencies' policies and training should align with the IACP's Model Policies, Considerations Documents, and Concepts & Issues Papers on:

☐ Response to Victims of Crime

☐ Domestic Violence

☐ Interactions with Transgender and Gender-Nonconforming Individuals

☐ Harassment and Discrimination

☐ Arrests and Investigatory Stops

☐ Recording Police Activity

☐ Intellectual and Developmental Disabilities

☐ Mental Illness

☐ Hate Crimes