



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

For law enforcement leaders seeking to move quickly to ensure community trust, 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:

- Ensure that community policing is the key operational philosophy in mission statements, strategic plans, and leadership development programs.
- Embrace 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' 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:

- Adopt comprehensive bias-free policies and training.
- Prioritize diversity 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:

- Permit the use of force only when necessary to resolve conflict and protect public and officer safety.
- Develop policies and training practices that focus on de-escalation and the application of force only when necessary, while maintaining the "objectively reasonable" standard set forth in *Graham v. Connor*.



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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:

- Prioritize diversity 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:

- Reevaluate 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 recruit training 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](#)