

## **IACP Policy Framework for Improved Community-Police Engagement**

While significant progress has been made in policing in recent years, the International Association of Chiefs of Police (IACP) agrees that much work remains to be done. As elected officials begin to work on police-related legislation, such as the Justice in Policing Act, we look forward to working with members of the U.S. House and Senate and the Administration to pass meaningful legislation that will have a positive impact on policing and enhance the public's trust and faith in the profession. As the discussions continue regarding police reform, the IACP offers the following framework of key policy considerations.

### **1. Adoption of the National Consensus Policy on Use of Force**

The [National Consensus Policy on Use of Force](#) makes clear that it is the policy of law enforcement agencies to value and preserve human life and that they should develop policies and training practices that focus on de-escalation and the application of force only when necessary.

In addition, the consensus policy states:

1. Officers shall use force only when no reasonably effective alternative appears to exist and shall use only the level of force that a reasonably prudent officer would use under the same or similar circumstances.
2. 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 others.
3. Use of physical force should be discontinued when resistance ceases or when the incident is under control.
4. Physical force shall not be used against individuals in restraints, except as objectively reasonable to prevent their escape or prevent imminent bodily injury to the individual, the officer, another person, or property damage. In these situations, only the minimal amount of force necessary to control the situation shall be used.
5. Once the scene is safe, and as soon as practical, an officer shall provide appropriate medical care consistent with his or her training to any individual who has visible injuries, complains of being injured, or requests medical attention. This may include providing first aid, requesting emergency medical services, and/or arranging for transportation to an emergency medical facility.
6. An officer has a duty to intervene to prevent or stop the use of excessive force by another officer when it is safe and reasonable to do so.
7. All uses of force shall be documented and investigated.

### **2. Mandatory Participation in the National Use of Force Database**

Participation in the National Use of Force Data Collection effort will help law enforcement, elected officials, and community members better identify and understand the totality of incidents, trends associated with use-of-force incidents, and other outlying factors.

**3. Development of National Standards for Discipline and Termination of Officers**

There is a need to develop national standards and policies for the discipline and termination of officers so that there is uniformity and a gold standard of excellence and to prevent malevolent, incompetent, or dishonorable individuals from remaining in the police profession.

**4. Development of a Police Officer Decertification Database**

The database will aid law enforcement agencies in making informed hiring decisions and prevent officers who have been terminated by an agency from being able to go to another state to be hired. An agency or official in each state would be responsible for submitting data concerning officers employed, separated from employment, and whose certifications have been revoked in the state.

**5. Enhance Police Leadership and Culture**

Police leaders must prioritize diversity and create a culture of equity and inclusion by working to eliminate racial, ethnic, and gender bias in the workplace. This should be accomplished by

- embracing procedural justice as a guiding principle that informs policies, practices, and training;
- adopting comprehensive bias-free policies;
- ensuring officers are trained in bias-free policing;
- ensuring that field training incorporates core values and communicates them to new officers; and
- providing communities with a direct, ongoing say in their police agencies by working closely with community members in the review and development of departmental policies and procedures.

**6. Implement Improved Recruitment, Hiring, and Promotion Practices**

This includes increased educational standards, background investigations, targeted recruitment efforts, review of hiring standards and practices, diversity, training, and recruit training programs.

**7. Enhance Ability of Police Agencies to Implement Effective Discipline**

Contracts, labor agreements, and civil service rules often make it difficult for departments to swiftly remove problematic officers. While ensuring that the due process rights of officers are respected, the authority of management in disciplinary proceedings needs to be enhanced to allow agencies to expediently discipline and terminate officers. Further, when negotiating such agreements, police leaders have a responsibility to ensure the agreement aligns with the envisioned organizational culture and community expectations.