

## IACP Trust Building Campaign Completion Checklist

Thank you for your agency's commitment to enhancing trust between police agencies and the communities they serve by ensuring positive community-police partnerships that promote safe, effective interactions; create strategies to prevent and reduce crime; and improve the well-being and quality of life for all.

To submit completion materials for review, please fill out the form below and **describe** in detail how your agency fulfilled the 25 Key Policies and Promising Practices of the Trust Building Campaign. For fields that ask for a policy to be attached, please attach any new or adopted policies to the submission email or embed a link to the document(s) into the response box. If you would like to request Trust Building Campaign pins, please indicate the quantity in the "Additional Comments" section below. The IACP also encourages agencies to attach any photographs or videos showing law enforcement personnel completing the campaign. For questions, please visit the [Trust Building Campaign webpage](#) or contact [trustbuildingcampaign@theiacp.org](mailto:trustbuildingcampaign@theiacp.org).

Established a policy on bias-free policing. Please attach the policy.
Increased transparency and accountability of police use of force. Published use of force and complaint process policies. Please attach these policies.
Provided officers with training and coaching on cultural responsibility.
Trained officers on the unique makeup and needs of their communities based on country of origin, religious and cultural practices, etc. which may conflict with local laws. Please describe those trainings.
Adopted the elements of the National Consensus Policy on Use of Force into the agency's policies and procedures. Published use of force policy. Please attach the use of force policy.
Provided regular training on the agency's use of force policy. Training should include scenario-based exercises that incorporate de-escalation techniques.

Created a policy to document all use of force beyond handcuffing in agency records. Review these records on an annual basis to identify trends that need to be addressed in policy and training. Please attach this policy.
Participated in the National Use of Force database. Please provide proof.
Established an agency policy or statement that recognizes the sanctity of life and the importance of preserving human life during all encounters. Adopting the IACP Oath of Honor will meet this requirement. Please attach this policy/statement.
Participated in accreditation, certification, or credentialing process that has an independent organization that reviews an agency's policies and procedures. Please provide proof of credentials.
Ensure training and policy reflect a culture of equity, diversion, inclusion, accountability and that promote procedural justice for community members and employees alike. Please describe how the agency's training reflects these values.
Established an employee wellness program that includes both physical and mental health. Please describe the program.
Conducted a culture assessment of the organization, with steps taken to address areas of concern.
Provided body armor to officers and require the wearing of soft body armor while on uniformed patrol. Please attach the body armor policy.

Embraced the guardian mindset rather than the warrior mindset in recruiting and training.
Established minimum educational standards or equivalency requirements that can be met by prior life experience. Provided officers with the opportunity for advanced education and training opportunities. Please attach educational standards and programs that provide continued education opportunities.
Verified potential hires with the national decertification database before hiring experienced officers.
Included measures of problem-solving, trust-building, and cultural responsivity in metrics of officer performance. Provide performance review template.
Trained officers in Trauma-Informed Responses. Please provide an example of training content.
Trained officers on best practices, resources, and tools for communicating with community members who do not speak English or whose ability to communicate is impaired. Please provide an example of training content.
Established partnerships to provide for mental health, substance abuse, and youth deflection/diversion resources in their community. Please describe these partnerships.
Educated communities on the dynamics of policing and set reasonable expectations for their police. Established shared expectations of the role police have in the community and solicit review and input from the community on agency policies and procedures. Please describe these community interactions.

Established a clear and timely complaint process that does not require written or sworn statements to submit. Complaint processes and policies should be accessible to all. Please describe this process.

Conducted a regular recurring survey of the community to measure the level of trust in the police. Please attach a sample survey.

Established written strategies to engage with youth and marginalized groups in the community to develop positive relationships with police officers and how to interact safely with police. Please attach these strategies.

Additional Comments