



**Ohio Attorney General's Office
Bureau of Criminal Investigation
Investigative Report**



2023-3223

Officer Involved Critical Incident - 807 Alan Page Dr SE,
Canton, OH 44707

Investigative Activity: Use of Force Policy - Canton PD
Activity Date: 1/5/2024
Authoring Agent: SA Jon Lieber #50

Narrative:

On Friday, January 05, 2024, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Jon Lieber received the Use of Force Policy utilized by the Canton Police Department at the time of this incident. The document received is attached to this investigative report for further review.

This document is the property of the Ohio Bureau of Criminal Investigation and is confidential in nature. Neither the document nor its contents are to be disseminated outside your agency except as provided by law - a statute, an administrative rule, or any rule of procedure.

Use of Force

300.1 PURPOSE AND SCOPE

This policy provides guidelines on the reasonable use of force. While there is no way to specify the exact amount or type of reasonable force to be applied in any situation, every member of this department is expected to use these guidelines to make such decisions in a professional, impartial and reasonable manner.

300.2 POLICY

The use of force is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement duties.

The Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation and a careful balancing of all interests.

300.3 DEFINITIONS

Deadly force - Force reasonably anticipated and intended to create a substantial likelihood of causing death or very serious injury.

Force - The application of physical techniques or tactics, chemical agents or weapons to another person. It is not a use of force when a person allows him/herself to be searched, escorted, handcuffed or restrained.

300.4 DUTY TO INTERCEDE

Any officer present and observing another officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force. An officer who observes another employee use force that exceeds the degree of force permitted by law shall promptly report these observations to a supervisor. The supervisor shall immediately report the incident to the Chief of Police.

300.5 USE OF FORCE

- (a) **De-escalation**. When feasible, an officer shall use de-escalation techniques to reduce the need for force and increase the likelihood of voluntary compliance. Whenever possible, and when delay will not compromise the safety of the officer or another and will not result in the destruction of evidence, escape of a suspect or commission of a crime, an officer shall allow an individual reasonable time and opportunity to submit to verbal commands before force is used.

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- (b) **Force must be reasonable**. An officer may only use the amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose. The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information, and in circumstances that are tense, uncertain, and rapidly evolving. While the ultimate objective of every encounter is to avoid or minimize injury, nothing in this policy requires an officer to retreat or be exposed to possible injury before applying force.
- (c) **Force to arrest**. An officer who has reasonable cause to believe that the person to be arrested has committed a crime or public offense may use reasonable force to effect the arrest, to prevent escape, or to overcome resistance. An officer who makes or attempts to make an arrest need not retreat or desist from their efforts because of resistance or threatened resistance by the person being arrested, nor shall an officer be deemed the aggressor or lose their right to self-defense by the use of reasonable force to make the arrest, prevent escape or to overcome resistance.
- (d) **Use of force to seize evidence**. In general, officers may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. However, officers are discouraged from using force solely to prevent a person from swallowing evidence or contraband. In the instance when force is used, officers shall not intentionally use any technique that restricts blood flow to the head, restricts respiration or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted. Officers are encouraged to use techniques and methods taught by the Canton Ohio Police Department for this specific purpose.
- (e) **Dynamic response**. The use-of-force continuum provides guidelines for the reasonable responses to a subject's actions. Force situations often do not allow for an ordinal progression up a continuum of force and an officer must be ready to escalate or de-escalate as the situation evolves. Each force situation is unique, and this continuum is intended only as an illustration of the various force options available to an officer facing a given level of subject resistance. Good judgment and the circumstances of each situation will dictate the level of the continuum of force at which an officer will start. Depending on the circumstances, an officer may find it necessary to escalate and de-escalate the use of force by progressing up and down the force continuum. It is not the intent of this continuum to require an officer to try each of the options before moving to the next, as long as the level of force used is reasonable under the circumstances.

Factors: Circumstances that influence the level of force used by the officer include, but are not limited to:

- immediacy and severity of the threat to the officer;
- seriousness of the suspected offense or reason for the contact with the subject;
- whether the subject appears to be resisting, attempting to evade arrest by flight or is attacking the officer;

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- the subject's conduct as reasonably perceived by the officer;
- proximity of weapons or dangerous improvised devices;
- officer/subject factors (e.g., age, size, relative strength, skill, injuries, level of fatigue, number of officers and subjects);
- influence of drugs or alcohol on the subject;
- subject's mental capacity or impairment;
- the risk and reasonably foreseeable consequences of escape;
- the degree to which the subject has been restrained and their ability to resist despite being restrained;
- the availability of other options and their potential effectiveness;
- prior contacts with the subject or awareness of propensity for violence;
- the apparent need to immediately control the subject or promptly resolve the situation.

Levels of Resistance: The levels of resistance by a subject may include:

- **Uncooperative:** Subject fails to respond to verbal commands or other directions.
- **Active resistance:** Subject is making physically evasive movements to defeat the officer's attempt at control, including bracing, tensing, pushing, fleeing, or verbally signaling an intention to avoid or prevent being taken into or retained in custody.
- **Assault or threat of assault:** Subject assumes a fighting stance, charges, strikes, or kicks an officer, or verbally or physically indicates an intention to commit an assault combined with the subject's capability to assault.
- **Life-threatening assault or assault likely to cause serious physical harm:** Subject commits an attack using an object, a weapon or an empty hand assault, wherein the officer reasonably believes the assault will result in serious physical harm or death.

Force Options: These are examples of force available to the officer. Force options may be used simultaneously; for instance, combining verbal commands with the use of OC spray. The officer must choose the necessary response based on law, department policy, training, and experience. The officer must exercise proper use of force decision making, which means the use of reasonable force, including proper tactics, and de-escalation techniques.

- officer presence;
- verbal direction;
- escort techniques;
- empty-hand control;
- OC spray/chemical irritant;
- baton;

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- TASER;
- deadly force.

300.6 DEADLY FORCE

- (a) **When justified.** An officer's use of deadly force is justified when:
- the officer reasonably believes there is an imminent threat of serious physical injury or death to the officer or another person, or
 - the officer has probable cause to believe that the fleeing subject has committed, or intends to commit, a felony involving the infliction or threatened infliction of serious bodily injury or death, and the officer reasonably believes that there is an imminent risk of serious bodily injury or death to any other person if the subject is not immediately apprehended.
- (b) **Warning.** If feasible, and unless doing so would increase the danger to the officer or others, the officer shall give a verbal warning to submit to the authority of the officer before using deadly force.
- (c) **Alternatives to deadly force.** Deadly force should be a last resort, and should be used only when lesser means of force have failed or could not be reasonably employed.
- (d) **Definition of imminent .** "Imminent" does not mean immediate or instantaneous. An imminent danger may exist even if the suspect is not at that very moment pointing a weapon at someone. For example, an imminent danger may exist if an officer reasonably believes the person has a weapon or is attempting to access one and it is reasonable to believe the person intends to use it against the officer or another, or the person is capable of causing serious bodily injury or death without a weapon and it is reasonable to believe the person intends to do so.

300.7 PAIN COMPLIANCE TECHNIQUES

Pain compliance techniques may be effective in controlling a physically or actively resisting individual. Officers may only apply those pain compliance techniques for which they have successfully completed department-approved training. Officers utilizing any pain compliance technique should consider:

- (a) The degree to which the application of the technique may be controlled given the level of resistance.
- (b) Whether the person can comply with the direction or orders of the officer.
- (c) Whether the person has been given sufficient opportunity to comply.

The application of any pain compliance technique shall be discontinued once the officer determines that compliance has been achieved.

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300.8 CAROTID CONTROL HOLD

Carotid control holds, choke holds, or any other action that restricts blood or oxygen flow through the neck are prohibited unless deadly force is authorized.

- (a) Any individual who has had the carotid control hold applied, regardless of whether he/she was rendered unconscious, shall be promptly transported to hospital and examined by qualified medical personnel and should be monitored until examined by appropriate medical personnel. If during the application of the carotid control hold the subject goes unconscious officer shall promptly call a Medic Unit to the scene to transport the subject to the hospital.
- (b) The officer shall inform any person receiving custody, or any person placed in a position of providing care, that the individual has been subjected to the carotid control hold and whether the subject lost consciousness as a result.
- (c) Any officer attempting or applying the carotid control hold shall promptly notify a supervisor of the use or attempted use of such hold.
- (d) The use or attempted use of the carotid control hold shall be thoroughly documented by the officer in any related reports.

300.9 SHOOTING AT OR FROM MOVING VEHICLES

Firearms shall not be discharged from a moving vehicle. Firearms shall not be discharged at a moving or fleeing vehicle unless the officer or another person is currently being threatened with deadly force by means other than the moving vehicle. For purposes of this section, the moving vehicle itself shall not constitute the threatened use of deadly force. Therefore officers shall move out of the path of any oncoming vehicle instead of discharging a firearm at it or any of its occupants. Moving to cover, repositioning and/or waiting for additional responding units to gain and maintain a tactically superior police advantage maximizes officer safety and minimizes the necessity for using deadly force. An officer shall not shoot at any part of a vehicle in an attempt to disable the vehicle.

300.10 REPORTING THE USE OF FORCE

Any use of force by a member of this department, including drawing their weapon, shall be documented promptly, completely and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances. To collect data for purposes of training, resource allocation, analysis and related purposes, the Department may require the completion of additional report forms, as specified in department policy, procedure or law.

NOTE : The only exception to the above policy is during potentially dangerous situations where multiple officers draw their weapons for officer safety. In this instance, the primary officer shall complete the Use of Force report listing all additional officers who displayed their firearms on the front of the report in section listed "Other Officers Involved" and after the officer's name shall place a **Capital D** indicating that the listed officer displayed his/her firearm.

Example: Officer John Smith-D/ Officer Sam James-D

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300.10.1 USE OF FORCE FORM

See attachment: USE OF FORCE FORM 55-1.pdf

300.11 NOTIFICATION TO SUPERVISORS

Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

- (a) The application caused a visible injury.
- (b) The application would lead a reasonable officer to conclude that the individual may have experienced more than momentary discomfort.
- (c) The individual subjected to the force complained of injury or continuing pain.
- (d) The individual indicates intent to pursue litigation.
- (e) Any application of the Conducted Energy Device (CED) or control device.
- (f) Any application of a restraint device other than handcuffs, shackles or belly chains.
- (g) The individual subjected to the force was rendered unconscious.
- (h) An individual was struck or kicked.
- (i) An individual alleges any of the above has occurred.

300.12 MEDICAL CONSIDERATION

Prior to booking or release, medical assistance shall be obtained for any person who exhibits signs of physical distress, who has sustained visible injury, expresses a complaint of injury or continuing pain, or who was rendered unconscious. Any individual exhibiting signs of physical distress after an encounter should be continuously monitored until he/she can be medically assessed.

Based upon the officer's initial assessment of the nature and extent of the subject's injuries, medical assistance may consist of examination by fire personnel, paramedics, hospital staff or medical staff at the jail. If any such individual refuses medical attention, such a refusal shall be

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fully documented in related reports and, whenever practicable, should be witnessed by another officer and/or medical personnel. If a recording is made of the contact or an interview with the individual, any refusal should be included in the recording, if possible.

The on-scene supervisor or, if the on-scene supervisor is not available, the primary handling officer shall ensure that any person providing medical care or receiving custody of a person following any use of force is informed that the person was subjected to force. This notification shall include a description of the force used and any other circumstances the officer reasonably believes would be potential safety or medical risks to the subject (e.g., prolonged struggle, extreme agitation, impaired respiration).

Persons who exhibit extreme agitation, violent irrational behavior accompanied by profuse sweating, extraordinary strength beyond their physical characteristics and imperviousness to pain (sometimes called "excited delirium"), or who require a protracted physical encounter with multiple officers to be brought under control, may be at an increased risk of sudden death. Calls involving these persons should be considered medical emergencies. Officers who reasonably suspect a medical emergency should request medical assistance as soon as practicable and have medical personnel stage away if appropriate.

300.13 SUPERVISOR RESPONSIBILITY

When a supervisor is able to respond to an incident in which there has been a reported application of force, the supervisor is expected to:

- (a) Obtain the basic facts from the involved officers. Absent an allegation of misconduct or excessive force, this will be considered a routine contact in the normal course of duties.
- (b) Ensure that any injured parties are examined and treated.
- (c) When possible, separately obtain a recorded interview with the subject upon whom force was applied. If this interview is conducted without the person having voluntarily waived his/her *Miranda* rights, the following shall apply:
 1. The content of the interview should not be summarized or included in any related criminal charges.
 2. The fact that a recorded interview was conducted should be documented in a property or other report.
 3. The recording of the interview should be distinctly marked for retention until all potential for civil litigation has expired.
- (d) Once any initial medical assessment has been completed or first aid has been rendered, ensure that photographs have been taken of any areas involving visible injury or complaint of pain, as well as overall photographs of uninjured areas. These photographs should be retained until all potential for civil litigation has expired.
- (e) Identify any witnesses not already included in related reports.
- (f) Review and approve all related reports.

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- (g) Determine if there is any indication that the subject may pursue civil litigation.
 - 1. If there is an indication of potential civil litigation, the supervisor should complete and route a notification of a potential claim through the appropriate channels.
- (h) Evaluate the circumstances surrounding the incident and prepare a written summary of findings in the use of force report for the incident.
- (i) Initiate an administrative investigation if there is a question of policy non-compliance or if for any reason further investigation may be appropriate. Supervisors will include the need for further review in the narrative summary described above.
 - 1. An administrative investigation will be initiated in every circumstance involving a Canton Police canine bite.
 - 2. The Training Bureau and Canine Coordinator will complete written reviews of every incident involving a canine bite for submission to the Chief of Police and the Office of Professional Standards.

In the event that a supervisor is unable to respond to the scene of an incident involving the reported application of force, the supervisor is still expected to complete as many of the above items as circumstances permit.

300.14 SHIFT COMMANDER RESPONSIBILITY

The Shift Commander shall review each use of force by any personnel within his/her command to ensure compliance with this policy. He/she will initial and forward all use of force reports to the Division Commander with recommendations when appropriate.

300.15 TRAINING

Officers will receive periodic training on this policy and demonstrate their knowledge and understanding, at least annually, including use of deadly force, use of force and use of deadly force reporting, and use of force and use of deadly force reviews/investigations.

300.16 USE OF FORCE ANALYSIS

At least annually, the Uniform Patrol Division Commander should prepare an analysis report on use of force incidents. The report should be submitted to the Chief of Police. The report should not contain the names of officers, suspects or case numbers, and should include:

- (a) The identification of any trends in the use of force by members.
- (b) Training needs recommendations.
- (c) Equipment needs recommendations.
- (d) Policy revision recommendations.

300.17 CERTIFICATION STANDARDS

This policy contains content that pertains to the Ohio Collaborative Law Enforcement Agency Certification (OCLEAC) Standards.

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See attachment: OCLEAC Standards Compliance Checklist 5-19-2020.pdf

Attachments

USE OF FORCE FORM 55-1.pdf

CANTON POLICE DEPARTMENT FORM 55 – USE OF FORCE

Policy 300 requires officers to complete this report any time force is used or a weapon is displayed in the course of duty. Include brief descriptions of the circumstances, weapons and injuries on this page and expand with details in the OFFICER NARRATIVE.



DATE		INCIDENT NUMBER		LOCATION	
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OFFICER COMPLETING REPORT	
OTHER OFFICERS INVOLVED	
DESCRIPTION OF FORCE USED	
SEVERITY/LOCATION OF OFFICER INJURIES	
HOSPITAL	

SUSPECT INFORMATION									
NAME							PHONE		
HEIGHT		WEIGHT		SEX		RACE		DOB	
ADDRESS									
MANNER OF RESISTANCE									
SEVERITY/LOCATION OF INJURIES									
HOSPITAL									

1	WITNESS NAME					PHONE		
ADDRESS								
2	WITNESS NAME					PHONE		
ADDRESS								

OFFICER SIGNATURE		DATE	
SUPERVISOR SIGNATURE		DATE	
SHIFT/BUREAU COMMANDER		DATE	
DIVISION COMMANDER		DATE	

CANTON POLICE DEPARTMENT FORM 55 – USE OF FORCE

PAGE 2 – OFFICER NARRATIVE	INCIDENT NUMBER	
<p>Officer narratives should expand on page one to include details of the call, the manner of resistance, de-escalation attempts (when appropriate), force used to overcome resistance and the result of each force option employed, weapons used, injuries, treatment, and other details. Other relevant details may include the influence of drugs or alcohol, known or suspected mental health challenges, the existence of multiple suspects, officer knowledge of or prior interactions with the suspect...etc.</p>		
OFFICER SIGNATURE		DATE

CANTON POLICE DEPARTMENT FORM 55 – USE OF FORCE

SUPERVISOR NARRATIVE	INCIDENT NUMBER	
<p>Supervisor narratives should not simply repeat the officer's narrative. Supervisors should include details about their observations and explain the actions taken. Supervisors must interview the individuals subject to the use of force and recount that interview in the narrative. Witnesses must be contacted when available and BWC footage must be reviewed. The supervisor narrative should conclude with a determination of whether the actions of the officer were within policy. Supervisors should indicate a need for additional review for any other actions which are not clearly within policy. All K-9 apprehensions require additional review.</p>		
<p>FURTHER REVIEW REQUIRED <input type="checkbox"/> POLICY VIOLATION <input type="checkbox"/> TRAINING RECOMMENDED <input type="checkbox"/></p>		
SUPERVISOR SIGNATURE	DATE	

OPS ENTRY DATE		INITIAL
REFERRED TO TRAINING DATE		INITIAL
REVIEW COMPLETE DATE		INITIAL

**OCLEAC Standards Compliance
Checklist 5-19-2020.pdf**



STANDARDS COMPLIANCE CHECKLIST

This document shall accompany all agency compliance submissions consisting of agency directive(s) and proofs of compliance documentation specific to each standard.

The agency directive and associated compliance documentation shall:

- 1) Adequately cover each standard and associated bullet;
- 2) Be clearly marked with each standard number and bullet, and;
- 3) Include an explanation in the space provided for any areas where compliance could not be met.

Any submissions not meeting the above criteria will be forwarded to a subject matter expert for assistance and may result in a delay in the agency obtaining Ohio Collaborative Certification.

STANDARD 8.2015.1

USE OF FORCE / DEADLY FORCE

The agency maintains a Use of Force / Deadly Force written directive that includes:

- a. policy statements in support of the Ohio Collaborative guiding principles;
- b. when a written report shall be conducted;
- c. investigation / report reviews for policy compliance; and
- d. annual read and sign and testing over directive content for sworn agency personnel.

GUIDING PRINCIPLES

USE OF FORCE

Employees may only use the force which is reasonably necessary to effect lawful objectives including: effecting a lawful arrest or overcoming resistance to a lawful arrest, preventing the escape of an offender, or protecting or defending others or themselves from physical harm.

USE OF DEADLY FORCE

The preservation of human life is of the highest value in the State of Ohio. Therefore, employees must have an objectively reasonable belief deadly force is necessary to protect life before the use of deadly force. Deadly force may be used only under the following circumstances: 1. to defend themselves from serious physical injury or death; 2. to defend another person from serious physical injury or death; or 3. In accordance with U.S. and Ohio Supreme Court decisions, specifically, *Tennessee v. Garner* and *Graham v. Connor*.

↓ For agency completion: Agency compliance feedback for Use of Force / Deadly Force

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 8.2015.2

RECRUITMENT AND HIRING

The agency maintains a Recruitment and Hiring directive that includes:

- a. policy statements in support of the Ohio Collaborative guiding principles;
- b. establishment of an agency recruitment plan;
- c. establishment of agency EEO plan;
- d. identification of sworn officer applicant qualifications;
- e. identification of sworn officer application and selection process;
- f. annual review of agency hiring and recruitment process; and
- g. initial read and sign over agency hiring and recruitment directive, for applicable personnel.

GUIDING PRINCIPLES

The goal of every Ohio law enforcement agency is to recruit and hire qualified individuals while providing equal employment opportunity. Ohio law enforcement agencies should consist of a diverse workforce. Communities with diverse populations should strive to have a diverse work force that reflects the citizens served.

Non-discrimination and equal employment opportunity is the policy. Law enforcement agencies shall provide equal terms and conditions of employment regardless of race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran status, military status, or disability. This applies to all terms or conditions associated with the employment process, including hiring, promotions, terminations, discipline, performance evaluations, and interviews.

Agencies should utilize due diligence in ensuring that their prospective employees have the proper temperament, knowledge and attitude to handle this very difficult job. Agencies should have appropriate mechanisms in place in order to achieve this mission. Further, agencies should ensure their employment requirements are related to the skills that are necessary to be a successful employee.

↓ *For agency completion: Agency compliance feedback for Recruitment and Hiring Standard*

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 8.2016.3

COMMUNITY ENGAGEMENT

The agency maintains a written directive on Community Engagement activities that includes:

- a. policy statements in support of the Ohio Collaborative guiding principles;
- b. identification of agency specific programs;
- c. methods for sharing and receiving information within the agency's service area; and
- d. initial read and sign over agency community engagement directive for all agency personnel.

GUIDING PRINCIPLES

Agencies shall utilize proven strategies or develop their own strategies that are focused on community engagement. Examples may include: youth programs, educating the community on police policy and procedures, educating officers about the community they serve, sharing, receiving and providing information to the public, jointly identifying areas of concern, and communicating, when appropriate, significant changes in agency operations or other areas.

The intent of this standard is to establish agency accountability for the community involvement function in writing. The function should be developed and operated to effectively meet the needs of the agency, with consideration of the department size and budget, as well as the community it serves.

↓ For agency completion: Agency Compliance Feedback for Community Engagement

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 12.2016.4

BODY WORN CAMERAS

If applicable, the agency maintains a written directive on Body Worn Cameras that includes:

- a. the purpose and organizational philosophy regarding use in support of the Ohio Collaborative guiding principles;
- b. requirements and restrictions for activation and deactivation of the device;
- c. criminal and administrative use of the camera captured data;
- d. data storage, retention and disclosure requirements reflective of public records law and privacy concerns;
- e. requirements for a documented review of camera captured data; and
- f. initial read and sign for users and supervisors

GUIDING PRINCIPLES

Agencies utilizing body worn cameras must develop strong and consistent policies that provide guidance to their personnel as to the appropriate use of body worn cameras. Policies need to address, at a minimum, activation and deactivation, auditing, storage, retention, public records and releases video related to victims, especially child victims, injured victims, victims of sexual assault and other privacy concerns. It is recognized the audio and video data is viable recorded evidence that may provide a means of accountability for those officers and the public. It is also recognized the audio video data may not be an accurate reflection of all that is involved with an incident. Audio video data cannot reflect the human cognitive conditions associated with officer in public contact. Additionally, A/V shall not supersede the principles established by *Graham v. Connor*.

↓ For agency completion: Agency Compliance Feedback for Body Worn Cameras

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 12.2016.5

LAW ENFORCEMENT TELE-COMMUNICATOR TRAINING

If the agency employs Tele-communicators, as defined by ORC 4742.01, the agency must ensure a training program and directives exist to allow for Tele-communicators to be proficient in:

- a. obtaining complete and accurate information callers requesting law enforcement assistance;
- b. accurately classifying and prioritizing requests for assistance; and
- c. obtaining and accurately relaying information which may affect responder and / or citizen safety.

GUIDING PRINCIPLES

Training shall meet and support minimum standards as established by legislation for 911 call centers and public safety answering points (PSAPs).

↓ *For agency completion: Agency Compliance Feedback for Tele-communicator Training*

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 3.2017.6

BIAS FREE POLICING

The agency maintains a written directive on Bias Free Policing that includes:

- a. policy statements in support of the Ohio Collaborative guiding principles;
- b. training on bias based profiling issues and relevant legal aspects;
- c. corrective measures to address violations of this policy to include a Supervisor's review and discipline on violations to the policy;
- d. data collection on all self-initiated traffic stops; and
- e. annual administrative review that is made available to the public.

GUIDING PRINCIPLES

Criminal Profiling, in itself, can be a useful tool to assist law enforcement officers in carrying out their duties. Officers shall not consider race / ethnicity to establish reasonable suspicion or probable cause, except that officers may take into account the reported race / ethnicity of a potential suspect(s) based on trustworthy, locally relevant information that links a person or persons of a specific race / ethnicity to a particular unlawful incident(s).

Law enforcement agencies should prohibit the use of any bias based profiling in its enforcement programs, as it may lead to violations of the constitutional rights of the citizens served, undermine legitimate law enforcement efforts and may lead to claims of civil rights violations. Additionally, bias based profiling alienates citizens, fosters distrust of law enforcement by the community and may result in media scrutiny, legislative action and judicial intervention.

Law enforcement personnel should focus on a person's conduct or other specific suspect information. Annually, the agency should include profiling related training that should include field contacts, traffic stops, search issues, asset seizure and forfeiture, interview techniques, cultural diversity, discrimination and community support.

↓ *For agency completion: Agency Compliance Feedback for Bias Free Policing*

Written directive meets all bullets (if no, explain):

Supporting **compliance documentation** meets all bullets (if no, explain):

STANDARD 3.2018.7

INVESTIGATION OF EMPLOYEE MISCONDUCT

The agency maintains a written directive on Investigations of Employee Misconduct that includes:

- a. policy statements in support of the Ohio Collaborative guiding principles;
- b. describe formal complaint process, outline how and where to file a complaint;
- c. outline procedures for accepting, processing, and investigating the complaint;
- d. have a timeline for the resolution of the complaint;
- e. include safeguards to protect legal and contractual rights of employees; and
- f. ensure the public has access to complaints and / or commendations through social media or the agency's community relations programs.

GUIDING PRINCIPLES

A well-constructed complaint process is an integral tool in community-police relations. There is a significant impact when a community knows and understands its concerns can be legitimately addressed in a proper setting. Further, officers can be better served when they can refer aggrieved individuals to a trusted process. Neither officers nor community members benefit from attempts to have concerns addressed and redressed during a traffic stop or in the midst of an incident. It may prove beneficial for law enforcement agencies to reach out to community members in an effort to publicize, promote and develop processes that are mutually beneficial to all.

↓ *For agency completion: Agency Compliance Feedback for Investigation of Employee Misconduct*

Written directive meets all bullets (if no, explain):

Supporting compliance documentation meets all bullets (if no, explain):

AGENCY NAME	O.R.I.#
AGENCY CONTACT	CONTACT #