



Shaker Heights Police Department Policy and General Order Review and Reform

The City of Shaker Heights and the Shaker Heights Police Department (SHPD) are updating certain police policies and procedures. As part of that process, we have carefully reviewed guidance and input from a wide range of sources including professional organizations and residents of Shaker Heights. After reviewing and evaluating this information, the SHPD will begin policy reform by incorporating a set of standards into existing and/or new policies as required by the Commission on Accreditation for Law Enforcement Agencies (CALEA), the accrediting agency for the City's Police Department. Below is a matrix outlining these standards and the actions being taken by the SHPD pertaining to them. This is the first set of policy revisions that are part of an ongoing process of policy review and reform.

Using the action steps outlined in the [Obama Foundation Pledge](#) signed by Mayor David Weiss in June, we have consulted with the following organizations and people to guide the policy review and subsequent revisions.

Guidance from professional organizations and official proposals:

[Commission on Accreditation for Law Enforcement Agencies \(CALEA\)](#) which includes the following professional associations:

- [International Association of Chiefs of Police](#)
- [National Organization of Black Law Enforcement Executives](#)
- [National Sheriffs' Association](#)
- [Police Executive Research Forum \(PERF\)](#)

Guidance from studies/proposals:

- [Governor DeWine's Police Reform Proposals](#)
- [Campaign Zero/8 Can't Wait Proposal](#)
- [Police Executive Research Forum \(PERF\)/30 Guiding Principles of Law Enforcement](#)
- [National Consensus Policy and Discussion Paper on Use of Force](#) (rev. July 2020)

Guidance/Input from community organizations/events/residents:

- [Community Conversation](#) held on July 23, 2020 with approximately 130 residents
- [Shaker African American Mothers Support \(SAMS\)](#) including two member/community events
- [Minorities Together Movement/Just Society Proposal](#)
- Shaker Heights Anti-Racism Coalition
- Various individual Shaker Heights residents who have contacted the Police Chief, Mayor, and Council Members

Matrix of Standards and Actions Taken

Policy Standards/Reform Recommendations	Groups/Organizations/Proposals which Address the Standard	SHPD Policy/General Order Revision	Deadline for Revision
<p>1. A Duty to Intervene</p> <p>Written directive that requires employees to intervene and notify supervisory authority if they observe any unreasonable use of force by another employee or public safety associate or if they become aware of any violation of departmental policy, state or federal law, or local ordinance.</p>	<p style="text-align: center;">CALEA</p> <p style="text-align: center;">PERF</p> <p style="text-align: center;">CAMPAIGN ZERO/8 CAN'T WAIT</p> <p style="text-align: center;">COMMUNITY GROUPS/EVENTS/SHAKER RESIDENTS</p>	<p>Policy/General Order:</p> <p>Adopt standalone policy. This standard relating to use of force is currently embedded in the Department's existing Bias Free Policing Policy.</p>	<p style="text-align: center;">November 30, 2020</p>
<p>2. Use of Reasonable Force and De-escalation Techniques</p> <p>Written directive that states personnel will only use reasonable force to accomplish lawful objectives and apply de-escalation techniques when possible.</p>	<p style="text-align: center;">CALEA</p> <p style="text-align: center;">PERF</p> <p style="text-align: center;">NATIONAL CONSENSUS POLICY AND DISCUSSION PAPER ON USE OF FORCE</p> <p style="text-align: center;">CAMPAIGN ZERO/8 CAN'T WAIT</p> <p style="text-align: center;">MINORITIES TOGETHER MOVEMENT/JUST SOCIETY</p> <p style="text-align: center;">COMMUNITY GROUPS/EVENTS/SHAKER RESIDENTS</p>	<p>Policy/General Order:</p> <p>Amend the Department's existing Response to Threats Policy to include the appropriate application of de-escalation concepts and techniques. De-escalation techniques are already incorporated into current training programs.</p>	<p style="text-align: center;">November 30, 2020</p>
<p>3. Use of Deadly Force</p> <p>Written directive that states deadly force may only be used when an officer reasonably believes the action is in defense of any human life in imminent danger of death or serious bodily injury.</p>	<p style="text-align: center;">CALEA</p> <p style="text-align: center;">PERF</p> <p style="text-align: center;">NATIONAL CONSENSUS POLICY AND DISCUSSION PAPER ON USE OF FORCE</p>	<p>Policy/General Order:</p> <p>Amend the Department's existing Response to Threats Policy to include definitions of certain new recommended terms and a sanctity of life statement.</p>	<p style="text-align: center;">November 30, 2020</p>

	COMMUNITY GROUPS/EVENTS/SHAKER RESIDENTS		
Policy Standards/Reform Recommendations	Groups/Organizations/Proposals which Address the Standard	SHPD Policy/General Order Revision	Deadline for Revision
<p>4. Rendering Medical Aid Following Police Actions</p> <p>Written directive requiring that appropriate medical aid is rendered as quickly as reasonably possible following any law enforcement action in which injuries have been sustained; and includes procedures for activating the emergency medical system when a) obvious severe injuries have occurred, b) medical distress is apparent, or c) the individual is unconscious.</p>	<p>CALEA</p> <p>PERF</p>	<p>Policy/General Order:</p> <p>Amend the Department's existing Response to Threats Policy to include the three circumstances requiring mandatory activation of EMS.</p>	<p>November 30, 2020</p>
<p>5. Vascular Neck Restrictions</p> <p>Written directive to define the conditions when the technique is permissible; and to include specific initial and biennial training requirements on the technique and associated policy.</p>	<p>CALEA</p> <p>NATIONAL CONSENSUS POLICY AND DISCUSSION PAPER ON USE OF FORCE</p>	<p>The SHPD has elected not to utilize this technique. The SHPD will not be adopting this standard.</p>	<p>N/A</p>
<p>6. Chokehold Restrictions</p> <p>Written directive prohibiting the use of any technique restricting the intake of oxygen for the purpose of gaining control of a subject (chokeholds) unless deadly force would be considered reasonable.</p>	<p>CALEA</p> <p>NATIONAL CONSENSUS POLICY AND DISCUSSION PAPER ON USE OF FORCE</p> <p>GOVERNOR'S PROPOSAL</p> <p>COMMUNITY GROUPS/EVENTS/SHAKER RESIDENTS</p>	<p>Policy/General Order:</p> <p>Amend the Department's existing Response to Threats Policy to prohibit chokeholds except in life threatening situations when the use of deadly force would be considered reasonable.</p>	<p>November 30, 2020</p>