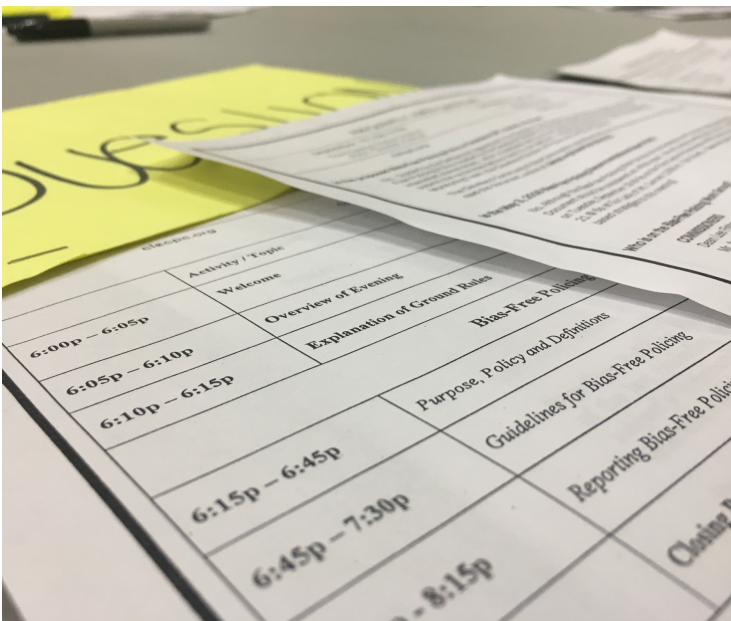
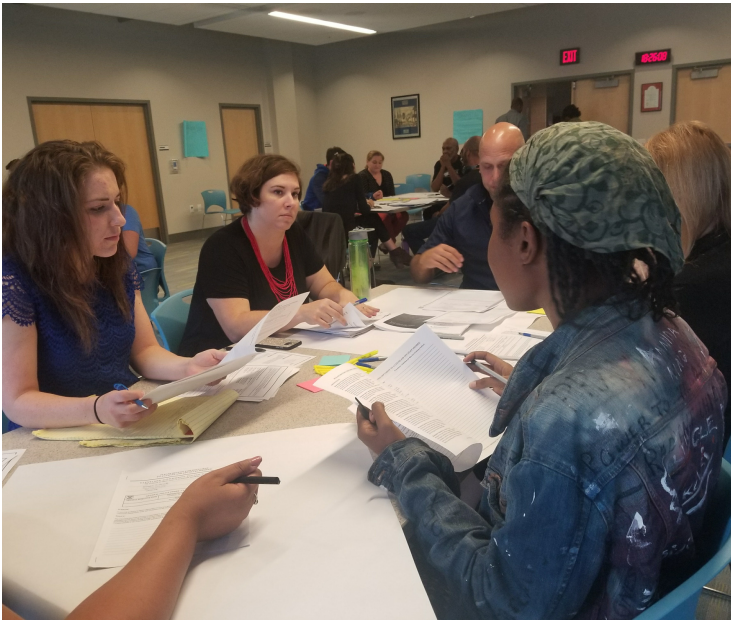


# DRAFT BIAS-FREE POLICING POLICY

The Cleveland Community Police Commission Staff held two town halls on September 19, 2017 at the Third District Police Station (4501 Chester Avenue) and September 21, 2017 at Our Lady of Mt. Carmel (1355 W. 70th Street) to garner feedback about the Cleveland Division of Police Draft Bias-Free Policing Policy.



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# EXECUTIVE SUMMARY

**Positive comments about the content of the Cleveland Division of Police Bias-Free Policing Policy were few and far between.**

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The majority of participants felt the policy was insufficient, ignored recommendations of the May 3, 2016, Cleveland Community Police Commission Report or did not meet the requirements of the Consent Decree in some way.

The participants emphasized the tone of the policy should reflect civil rights and take a more humanistic approach as opposed to using standard law enforcement jargon. Many participants feel the definitions used by Cleveland Division of Police are minimalist and leave a lot to be desired. There are repetitive comments that lead to the conclusion that a more comprehensive list of demographic attributes that can be subjected to bias should be included.

Prescreening for bias is important to the participants. Participants would like to see the training portion of the policy include far more detail about the type of training and how often the training will occur. Although a separate disciplinary policy exists, the Bias-Free Policing GPO should include the language that explains the discipline associated with a violation of the Bias Policy, even if the language is redundant.

Semantics are important to the participants, especially in the application of the word "shall." Participants expressed concerns about the practicality of the policy in the field. Participants emphasized the importance of the ability of a citizen to identify the officer who stopped them.

There are questions asked by participants in relation to word choice particularly the interchangeability of bias and discrimination. Participants showed a desire to see the CDP use data to analyze bias on the police department and make the appropriate adjustments to culture and training based on the conclusions.

The participants emphasized the tone of the policy should set the stage for a culture of bias-free policing not just a procedure.

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Cleveland Community Police Commission Staff organized the town halls into small workshops which allowed each participant the opportunity to give individualized feedback. All methods of feedback (individual notes, general questions, and large-scale group themes) were collected by CPC Staff and codified in this report.

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## PURPOSE

To provide guidance to ensure that police services are delivered equitably, respectfully, and free of bias in a manner that promotes broad community engagement, trust, and confidence in the Cleveland Division of Police.

Respondent	Comment
Person 1	What values inform this?
Person 2	---
Person 3	---
Person 4	"In order for the CPD to attain and retain community engagement, trust, and confidence, it must ensure police services are delivered equitably, respectfully, and free of any bias"
Person 5	Must ensure police service are free, but must be free from objective fact finding information in order to deal and communicate to the community with respect. It is harmful to the community.
Person 6	In order for the CPD to promote community engagement, trust, and confidence in the CPD, they must ensure that police services are delivered equitably, respectfully, and free of bias.
Person 7	---
Person 8	---
Person 9	Guidelines as opposed to.
Person 10	Guidance- any requirements?
Person 11	What is the use of this language? We cannot legislate personal bias. This is the equivalent of saying: "No Cleveland Police Officer is allowed to be racist/ homophobic/ sexist/ etc." How is that quantified? The issue is consequence of biased based infractions. If there is no legal recourse for the community, it doesn't matter what you prohibit.
Person 12	Prescreening to be a qualified candidate. Training to the culture of Cleveland. Psychology training initially, then ongoing training. Mandatory- Drill down on a schedule to support initial training.
Person 13	---
Person 14	Add; after respectfully; timely. Add; after in a manner that promotes; and builds
Person 15	The fact that this says guidance does not provide an avenue for accountability.
Person 16	Include that violating the policy would subject officer/employee to disciplinary action. Although repercussions are stated later in the policy, it should be noted up front to emphasize the seriousness of such policy.
Person 17	---
Person 18	---
Person 19	Add- in a timely manner. Add; promotes and builds.
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	Add; and builds- community engagement. CPD needs to be in parenthesis to use throughout?
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Gaining trust from the community is an important value when it comes to these policies. Maintaining that trust is the next step.
Person 32	---
Person 33	To protect the rights of residents.
Person 34	In the policy, I believe that it is imperative to stress accountability is never mentioned. Distrust and undermining ability to police is key for community to understand.
Person 35	---
Person 36	---
Person 37	From the second sentence; "Biased based..." it reads a negative tone for the work to be laid ahead. I would like to see or have included what strategies/practices would be implemented here. Ex; non-bias practices, non-discriminatory practices input. Ending this policy with words such as "distrust, degrades, prohibits" can stew a negative connotation.
Person 38	The issue is not the citizens understanding what bias-free policing is, it is the police who need to understand what it is to be bias free. However, the purpose is clear and easy to understand.
Person 39	Issue is not whether citizens fully understand policy, it boils down to how well officers understand and what mechanisms are put into place to train, maintain, and enforce new policies, standards, and norms.
Person 40	To provide guidance...is not strong enough to compel accountability.
Person 41	To provide guidance (add) and accountability.

**Person 42** To provide guidance and (add) accountability. Is this enough to provide accountability and discipline for violation of policy?

**Person 43** ---

**Person 44** The issue is not us the citizens, but it is an issue because of the cops. The police in Cleveland need to be re-trained and read the law.

**Person 45** Accountability for actions of CPD members in policing of citizens.

**Person 46** The issue is not about the citizens knowing the policy. The police need to obtain the information. Police need to be re-trained about their policies and purpose. Anyone can write how things are supposed to be to make the sound good, but are you practicing what you preach?

**Person 47** Add; Bias-based policing will not be tolerated at any level.

**Person 48** Bias-based policing means what? It should be spelled out- race color...etc..

**Person 49** Bias based or bias? Do we realize we are bias-based?

**Person 50** Negative focus, what is not going to happen or. highlighting "bias-free" policing. Could the use of language influence bias-free?

**Person 51** Awareness of implicit bias? Can the policy say something about examination of implicit bias? Can we adjust this language to use language or moral condemnation? The purpose establishes the culture of the Force. Use the phrase "implicit bias" more throughout this document.

**Person 52** How do you quantify this statement? What is in place to ensure at the time of hiring? Psychological profile, training, re-training, psychological training on how to deal with.

**Person 53** The issue is for the police to know and understand the policy. Standardize, and also individual officers. What are mechanisms that need to be put in place to ensure individual officers are re-trained in the policy and the application of the procedure.

**Person 54** Should excessive force be part of the bias-free policy? Illegal Search? Using "non-examples" throughout the documents? Bias-based/bias-free. Use language that humanizes- subject should be person. Include demographic categories that are listed in full document. A definition of explicit bias needs to be included.

**Person 55** ---

**Person 56** ---

**Person 57** ---

**Person 58** Concise. "Promotes and builds". Include; timely in when services are delivered.

**Person 59** This should be connected to a broader policy and mission. Analysis of the history missing. Needs statement of values. Remove "enforce the law" replace with "protect the community", or something about safety and partnership.

**Person 60** ---

**Person 61** ---

**Person 62** ---

**Person 63** ---

**Person 64** ---

**Person 65** ---

**Person 66** ---

**Person 67** ---

**Person 68** ---

**Person 69** Group members thought both purpose and policy should be shortened, using only the first sentence. The reference to Glenville neighborhood in the CPPA should be removed. Consequences for police who deviate from policy- will not be real change without consequence.

**Person 70** Inclusive policy as another word for nondiscriminatory. More focus on what bias is, with a clear definition. Language that informs the community of police services aside from policing and reprimanding.

**Person 71** ---

**Person 72** ---

**Person 73** ---

**Person 74** ---

**Person 75** ---

**Person 76** ---

**Person 77** ---

**Person 78** ---

**Person 79** ---

**Person 80** ---

**Person 81** How can this policy stress services to the community besides enforcement? Ex. support, involvement, education, collaboration with community members? In addition to violations included in this policy, how can proactive measures to be anti-biased be added to the policy?

**Person 82** ---

**Person 83** Include language that encourages services as applied to how they will serve residents, not simply enforcing.

**Person 84** ---

**Person 85**

The draft policy states that bias-based policing breeds distrust between officers and those they serve, and inhibits law enforcement's efficacy. But this does not go far enough: bias-based policing is also illegal. It violates the U.S. Constitution's Fourth and Fourteenth Amendment guarantees of due process and equal protection. These fundamental precepts are not mentioned once in the draft policy. Title; "Purpose" and/or "Policy" sections should include explicit statements that bias-free policing is not only wise and moral, but that it is the right of all residents under our nation's highest law. Probable cause and reasonable suspicion constitute the cornerstone of all law enforcement action. Reinforcing these standards with law enforcement professionals is necessary to encourage constitutional policing practices. These principles are mentioned only at a late point in the policy. To establish their importance, they must be stated prominently in the "Purpose" and/or "Policy" sections of this policy.

## POLICY

The Cleveland Division of Police is committed to providing services and enforcing laws in a professional, nondiscriminatory, fair and equitable manner based on mutual trust and respect with Cleveland's diverse groups and communities. Bias-based policing is strictly prohibited. Bias-based policing degrades the public's confidence in the Division and is detrimental to effective law enforcement because it fosters distrust in the community and undermines the Division's ability to enforce the law.

Respondent	Comment
Person 1	The word Detrimental- add: Also violates the police department's mission.
Person 2	Is the district being and connected to the community it serves?
Person 3	Harmful to the Community. "In order for the police".
Person 4	No recognition that bias-based policing is wrong morally and that it is harmful to the community.
Person 5	---
Person 6	Bias-based policy is strictly prohibited and harmful to the community.
Person 7	---
Person 8	---
Person 9	---
Person 10	Why is there no explanation of how we got here in terms of the violated constitutional provisions and DOJ? Perhaps, an additional section explaining in layman's terms of what caused the Consent Decree. Also, a section on the process of how these rules were set are made.
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	More Civil Rights language along with enforcement mechanisms.
Person 19	We need enforcement mechanisms, and Civil Rights campaign should be here.
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	Add disciplinary sentence to policy. Civil Rights language.
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Bias-free judgement when it comes to punishments.
Person 32	---
Person 33	Add- after fosters distrust....And degrades the rights of community members. There should be action steps and better accountability.
Person 34	---
Person 35	---
Person 36	Add: Bias-based policing will not be tolerated at any level of the CPD. Also- Add- Bias-based policing violates the protected rights of community members.
Person 37	---
Person 38	How will this be done needs to be more specific. Where is the training? How do we know it will be done? There are policies that have been in place, just not done.
Person 39	---
Person 40	---
Person 41	---
Person 42	Are language differences contemplated in the policy except for "demographic category"? Non-English speakers do not appear to be protected in Section II Reporting Biased-Based Policing.
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	Will there be training in the academy for this?
Person 49	---
Person 50	---
Person 51	---

<b>Person 52</b>	Create a culture of bias-free policing through training, hiring process, recruitment, continued mandatory training on an annual basis.
<b>Person 53</b>	---
<b>Person 54</b>	---
<b>Person 55</b>	This policy statement needs to include a statement violators will be held accountable.
<b>Person 56</b>	---
<b>Person 57</b>	---
<b>Person 58</b>	Include that there will be discipline action if the policy is violated. "Bias-based policy degrades"...include Civil Rights language to emphasize that discrimination not only degrades, but seems violate of a person's rights.
<b>Person 59</b>	---
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## DEFINITIONS | Bias-Based Policing

Bias-Based Policing: When a CDP member takes a law enforcement action or makes a decision to provide or not provide police services, and that action or decision is motivated by discrimination on the basis of an individual's demographic category.

Respondent	Comment
Person 1	"Law enforcement" as term used to. If discriminatory effect occurs, intent does not matter.
Person 2	---
Person 3	---
Person 4	Or, results in inequitable outcomes and/or delivery of police services regardless of motivation.
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	Their geographic location?
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Not based on intent but by results reasonable.
Person 32	---
Person 33	That results in arrest, physical contact, etc.
Person 34	Decisions happen in an instant. Want inclusion of brutal decisions. Intent and results/impact. Based on outcomes.
Person 35	---
Person 36	Add: Bias-based policing includes the choice to use more than necessary painful or lethal force motivated by discrimination on the basis of an individual demographic category.
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	Bias-based policing of community districts should be elaborated in a sense of how it affects the perspective of CPD members and the communities they serve.
Person 46	---
Person 47	Include Use of Force results.
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	What about expecting police to abide by same policies as health care providers?
Person 54	---
Person 55	---
Person 56	---
Person 57	---

**Person 58** ---  
**Person 59** Policing should not just be about enforcement. Should include partnership with public.  
**Person 60** ---  
**Person 61** ---  
**Person 62** ---  
**Person 63** ---  
**Person 64** ---  
**Person 65** Are these definitions part of the policy? Can they be more highlighted in the actual policy? Especially specific language?  
**Person 66** ---  
**Person 67** ---  
**Person 68** Motivate/intent. Not okay. Hard if not impossible to prove. Cultural competency should be helpful in recognizing behavior that has a disparate effect on a group.  
**Person 69** Not defined in the document but was explained as a part of policies. Does not include geographic area.  
**Person 70** ---  
**Person 71** ---  
**Person 72** ---  
**Person 73** ---  
**Person 74** ---  
**Person 75** ---  
**Person 76** ---  
**Person 77** and/or  
**Person 78** ---  
**Person 79** ---  
**Person 80** ---  
**Person 81** ---  
**Person 82** ---  
**Person 83** Will there be proactive investigations of policing instead of reactive? Example; Investigations are only occurring because they are filed?  
**Person 84** ---  
  
This definition, as the backbone of this policy, must be strengthened. We reiterate our January 2015 recommendation that the language forbid police actions that are based "to any degree" on an individual's demographic category: The draft's current language seems to implicitly suggest this, but we believe it must be explicit. The same insertion is necessary in the "Bias-Free Policing" -definition and Section I, parts (A)4, (B)3, and (B)4. To further strengthen the prohibition on bias-based policing, we recommend adding language that recognizes that bias is based on an officer's perception of an individual - even if the traits that are perceived are different from the individual's actual traits. This addition must also be made to the "Bias-Free Policing" definition and Section I, parts (A)4; (B)3, and (B)4. We urge that this policy expressly cover both sworn and non-sworn CDP members. For example, dispatchers, who are non-sworn members, play a central role in controlling the priority given to each 911 call, the information given to officers before they arrive on scene, and whether an officer will go to the scene at all. There must be no question that dispatchers and other non-sworn members are expected to act without bias. Incorporating these and other recommendations, the new definition would read: " Bias-Based Policing: When a sworn or non-sworn CDP member takes a routine or spontaneous law enforcement action (e.g., traffic stops, pedestrian stops, other stops or detentions, or decisions to request consent to conduct searches )2 or Takes a decision to provide or not provide police services, and that action or decision or manner in which it is conducted is motivated to any degree by the officer's perception of an individual's demographic category, rather than by the specific (act.s, behavior, or circumstances: .that link a person to suspected unlawful activity.3 "  
**Person 85**

## DEFINITIONS | Bias-Free Policing

Policing that is accomplished without the selective enforcement or non-enforcement of the law, including the selection or rejection of particular policing tactics or strategies, based on the subject's membership in a demographic category. Bias-free policing is policing that is free of discriminatory effect as well as discriminatory intent.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	In performance of their duties.
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	Without implicit bias. Explicit Bias.
Person 31	---
Person 32	---
Person 33	---
Person 34	No mention of how officer presence can impact citizen behavior.
Person 35	---
Person 36	---
Person 37	---
Person 38	Why are you asking if you had recommendations already?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	People should be referred to as persons, not subjects.
Person 44	---
Person 45	Non-discriminatory policing is believed to be based upon individual discretion and direction.
Person 46	---
Person 47	---
Person 48	---
Person 49	Subjects? Person, humanize.
Person 50	Going further than what is necessary. Humanize the process.
Person 51	---
Person 52	---
Person 53	Who are we doing this for?
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	Remove as well as discriminatory intent.

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	Hard to determine an officer's intent; training on this policy should include cultural competency.
Person 70	Bias free could include proactive terms like anti-bias.
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	Retraining on how to determine if the person is mentally ill.
Person 76	---
Person 77	---
Person 78	---
Person 79	Lots of time the law is not enforceable.
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	We commend the acknowledgment that "bias-free" means free from discriminatory effect, as well as intent. Below we address concerns, on how the Division will track whether any such effect exists. As discussed above, we recommend the following additions to the "Bias-Free Policing" definition: "...based to any degree on the perception of the subject's membership in a demographic category."

## DEFINITION | Demographic Category

Race, ethnicity, national origin, age, gender, gender expression or identity, sexual orientation, disability, religion or limited English proficiency.

Respondent	Comment
Person 1	Socioeconomic status and mental health
Person 2	Add mental illness, socioeconomic status.
Person 3	---
Person 4	Add: Immigration status, geographic location, and cultures pertaining to these categories.
Person 5	---
Person 6	Add immigration status
Person 7	Mental Health, Social/Economic Class
Person 8	---
Person 9	---
Person 10	Where a person lives could be a source of discrimination. Add- source of income and fair housing.
Person 11	---
Person 12	---
Person 13	Add source of income.
Person 14	Immigration status
Person 15	Add; Source of income, housing status, family status
Person 16	Include: immigration status.
Person 17	---
Person 18	I think a benefit is the broad definition of demographics; I would add location/residency.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Add; Immigration status, geographic location
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Economic status.
Person 32	---
Person 33	Or other minority group, economic status.
Person 34	Add; class, socio-economic status.
Person 35	Add: Socioeconomic status
Person 36	Add: Economic status.
Person 37	or socio-economic status.
Person 38	---
Person 39	---
Person 40	What are the biases- race religion, LGBTQ activists, cultures, disabilities you are trying to build sensitivity to? How will you train members to interact with the mentally ill? Policy should reference policies dealing with mentally ill.
Person 41	---
Person 42	---
Person 43	Immigration should be included.
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	Include; all categories listed in complete policy.
Person 50	Education level, Occupation. Go back to recommendation.
Person 51	Socio-economic status.
Person 52	This should be the first definition.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	Good broad definition; include immigration status.

**Person 59** Add mental health or illness, socioeconomic status or perceived class.  
**Person 60** ---  
**Person 61** ---  
**Person 62** ---  
**Person 63** ---  
**Person 64** ---  
**Person 65** Need to also include Mental Health status- it is not covered under disability.  
**Person 66** ---  
**Person 67** Mental illness as a specific disability. Socioeconomic status, and Immigration status.  
**Person 68** ---  
**Person 69** Add communities or neighborhoods where a person resides. Also missing is socioeconomic status, mental illness, and immigration status.  
**Person 70** Include geographic category and socioeconomic status and mental and immigration status.  
**Person 71** ---  
**Person 72** Add; immigration status.  
**Person 73** ---  
**Person 74** ---  
**Person 75** Add mentally ill and homeless groups to demographics.  
**Person 76** Race plays an integral factor when an arrest is made.  
**Person 77** Need to add homeless and mental illness. Indigent, and immigration status.  
**Person 78** Add; mental illness, homeless,  
**Person 79** Should not have anything to do with race, gender, disability.  
**Person 80** ---  
**Person 81** Add; geographic areas, socioeconomic status, disability or mental illness, immigration status.  
**Person 82** ---  
**Person 83** Include; geography, socioeconomic class, mental illness, youth, immigration status.  
**Person 84** ---  
**Person 85** Add: economic status, mental illness, mental or physical disability, homelessness or housing status, political ideology or affiliation, citizenship, immigrant, or refugee status, marital or familial status, color, veteran status, or affiliation with any other similar identifiable group rather than on the individual's behavior or on information identifying the individual as having engaged in criminal activity."

## DEFINITION | Implicit Bias

Attitudes that affect understanding, actions, and decisions in an unconscious and unintentional manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control.

Respondent	Comment
Person 1	Explicit Bias, define discrimination
Person 2	Not just word "bias", but "discrimination" needed to be added to the language.
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	OMIT-
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Omit entire paragraph.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	Not mentioned again in policy.
Person 29	---
Person 30	Need to include and define explicit bias.
Person 31	---
Person 32	---
Person 33	---
Person 34	Mention of fact that everyone has bias, or manifestation of them. How we act discriminatory.
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	Prescreen for bias in initial interview process.
Person 40	Implicit Bias is not in document. How does it become a part of the definitions?
Person 41	---
Person 42	---
Person 43	There should be a category for explicit bias purposefully joining the police force (for position of authority) to harm a specific demographic.
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	Why do we need this? Extremely vague because how does a person know if it's unintentional?
Person 49	Where is explicit bias?
Person 50	Explicit Bias needs to be included. Could favorable mean the favorable idea?
Person 51	---
Person 52	Omit totally. Very hard to regulate.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

<b>Person 59</b>	Define explicit bias.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	Define explicit bias
<b>Person 69</b>	How will CPD recognize biases that officers are coming in with?
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	Police training needs to be more extensive to include firearms separate from on-the-street training on a daily basis.
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	What about citizens under mental duress?
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## DEFINITION | Investigatory Stop or Investigatory Detention

A temporary restraint, based upon reasonable suspicion, where the subject of the stop or detention reasonably believes that he or she is not free to leave within the meaning of Terry v. Ohio. An investigatory stop or detention may be a pedestrian, vehicle or bicycle stop.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	What is Terry v. Ohio?
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	How can this be enforced/requested or oversight?
Person 13	---
Person 14	Define Terry v. Ohio
Person 15	---
Person 16	---
Person 17	---
Person 18	Define temporary in more depth. Add the holding of Terry V. Ohio.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	Not mentioned again in policy.
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	Individual or person in lieu of "subject"
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	We need a definition for reasonable.
Person 37	---
Person 38	Too broad. What is a reasonable suspicion? If you do not know Terry V. Ohio, this makes no sense to a citizen.
Person 39	What is reasonable suspicion? Who or what policy determine this?
Person 40	What to do about community bias against police?
Person 41	---
Person 42	---
Person 43	Probably cause should be inserted into this definition.
Person 44	What is reasonable to detain somebody? Officers should do pat downs just to make sure they are safe. .
Person 45	Reasonable suspicion and probable cause can be incomprehensible to public or private citizens.
Person 46	What is reasonable suspicion? Who exactly makes the decision what that is? Be more specific.
Person 47	---
Person 48	---
Person 49	Include probable cause in this.
Person 50	---
Person 51	---
Person 52	---
Person 53	Needs to be specifically described and defined.
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	Include holding and rule in Terry v. Ohio
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	Different from "reasonable belief" Reference for Terry v. Ohio
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## DEFINITION | Office of Professional Standards (OPS)

The city agency responsible for the intake and investigation of civilian complaints of officer misconduct.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Add after: investigation of; and response to
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	Add numbers to case law.
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	Please see comments at the bottom about this.
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	Thank you for including this.
Person 51	---
Person 52	---
Person 53	We need to educate our citizens, but how? Everyone needs to know.
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## DEFINITION | Probable Cause

Facts and circumstances which would support a reasonable belief that a crime has been committed and that the person to be arrested committed the crime. Probable cause involves an examination of all the facts and circumstances known to the member at the time of an event.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	Need to ensure the presence of one crime- such as a traffic violation- does not provide pretext to search or surveillance for evidence to another crime that is not otherwise substantiated.
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Based on more than a profile.
Person 32	---
Person 33	---
Person 34	Discern between probable cause and reasonable suspicion.
Person 35	---
Person 36	---
Person 37	---
Person 38	Whose reasonable belief? Individually, or the department as a whole?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	Difference between "reasonable belief and suspicion" Whose reasonable belief?
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	More details or refer to a source please.
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	The officers need to be able to get psych evaluations after so many complaints (5-7).
Person 76	Body cameras and detections present. Probable cause in the City and County is based off of conjectures.
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## DEFINITION | Procedural Justice

Four central principles designed to build public confidence in the police by: 1) treating people with dignity and respect; 2) giving individuals a chance to be heard during encounters; 3) making decisions fairly and transparently, based on facts; 4) conveying goodwill and trustworthiness.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	Include External reference
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Is this all encounters?
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Articulate the reasoning of getting arrested or getting pulled over.
Person 32	---
Person 33	Providing opportunity to dispute.
Person 34	Procedural justice needs to be addressed. Need for officers to effectively communicate why a stop occurs, reasonable suspicion etc. Behavior considered. More than a profile, Lacks proper consideration of full circumstances and behavior. The last sentence is most instructive.
Person 35	---
Person 36	Add: The officers communicate why they are taking the actions that they are taking.
Person 37	---
Person 38	---
Person 39	---
Person 40	How can we train police in de-escalation? The policy needs to reference this.
Person 41	---
Person 42	Can we reference "de-escalations" during an incident?
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	How are cameras really used?
Person 54	---
Person 55	---
Person 56	---

<b>Person 57</b>	---
<b>Person 58</b>	---
<b>Person 59</b>	Should include informing the person.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
 <b>Person 83</b>	 Include idea that the police officers involved are not the end all to the situation. Make it clear if they are not satisfied what is their next step.
<b>Person 84</b>	---
<b>Person 85</b>	---

## DEFINITION | Reasonable Suspicion

The standard of proof necessary for a police officer to engage in a temporary investigatory detention of an individual. While reasonable suspicion is a lesser standard than probable cause, it must be supported by specific and articulable facts for suspecting a person of criminal conduct.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	Have policy which backs up ORC. Which makes it illicit to use LEAD's or NCIC database.
Person 9	---
Person 10	---
Person 11	Add: Those feats must be articulated to the detained individual.
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	I think this is misunderstood by officers. Specific and articulate facts is a legal term that carries significance.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Specific and articulable facts- discipline?
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	Overarching circumstances, behavior should be considered.
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	More detail or refer to a source.
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing A. Members shall:

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Everyone has the right to be...
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	Implicit bias training in Police Academy.

<b>Person 59</b>	This policy covers a small subset of issues and concerns in the recommendation report. Does not address management. It puts all the burden on an individual officer in the field. Does not address systemic issues at all.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

1. Treat everyone with courtesy, professionalism, dignity, and respect.

Respondent	Comment
Person 1	---
Person 2	Needed professional in-training for police officers.
Person 3	---
Person 4	According to whom?
Person 5	---
Person 6	---
Person 7	---
Person 8	No guidelines (specific) and no repercussions?
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	Add; equality
Person 15	---
Person 16	Again, implicit bias plays a role here.
Person 17	---
Person 18	Introspection and process above authority. Add; equality.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Add; equality
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Does not speak to community divide? That as soon as you step into community, biases take hold.
Person 35	Without regard to provocation.
Person 36	Should make a specific mention that profiling based on ethnicity is prohibited.
Person 37	Add at the end; without regard to provocation.
Person 38	How will you ensure this?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	How will you ensure this?
Person 45	---
Person 46	---
Person 47	---
Person 48	Everyone has the right to be.
Person 49	---
Person 50	This is good.
Person 51	---
Person 52	Everyone has the right to be treated...
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	Suggestion for pro-active measures not just reactive measures.
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	Everyone has biases, but these should not be a deterrent in their daily routine.
Person 76	Understanding.
Person 77	---
Person 78	---
Person 79	This does not happen.
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

2. Make all decisions related to law enforcement activities based upon observed behavior, reasonable suspicion, and/or probable cause.

Respondent	Comment
Person 1	Needs to be subject to review and training-structure of accountability
Person 2	More accountability for police actions
Person 3	---
Person 4	---
Person 5	---
Person 6	Ensuing it is free of bias.
Person 7	Latitude for individual officers, add legal terms.
Person 8	---
Person 9	---
Person 10	Ethnicities act differently in front of police officers- Black flight from cops.
Person 11	How is this quantified and determined? Who decides reasonable suspicion?
Person 12	Change to- Everyone has the right to be treated with respect and dignity, etc.
Person 13	---
Person 14	---
Person 15	---
Person 16	Copy language from A 4 to A 2. The observed behavior should not be connected with a stereotype, rather should be more objective and less subjective.
Person 17	---
Person 18	Specific facts.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	How? Mechanism?
Person 24	---
Person 25	Move this to 5.
Person 26	---
Person 27	---
Person 28	---
Person 29	Probable cause? In the moment, who defines probable cause- Terry V. Ohio, in regards to a traffic stop?
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Needs to be expounded upon.
Person 35	---
Person 36	---
Person 37	---
Person 38	How do you expect us to believe that this decree will make officers who have been allowed to do what they want for years based on personal bias or fears will automatically change?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	This is critical to the policy.
Person 50	Move four to two.
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---

<b>Person 56</b>	---
<b>Person 57</b>	---
<b>Person 58</b>	Include nondiscriminatory language
<b>Person 59</b>	---
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	Suggestion for guidelines- use of force. When officers should use force, and disciplinary action if they did not follow guidelines.
<b>Person 70</b>	Take context into account and allow for abnormal language in relation to mental health.
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	Biases should not appear in the daily routines.
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	Not up on absurd behavior.
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

3. Ensure bias-free encounters by relying on information that is accurate, specific, and free from bias while developing reasonable suspicion and/or probable cause.

Respondent	Comment
Person 1	How do we account for districting, neighborhoods, etc. Accuracy does not equal context.
Person 2	Standards for encounters?
Person 3	---
Person 4	And objective.
Person 5	Accurate and objective
Person 6	---
Person 7	Accurate and just.
Person 8	Without illegal use of LEADS or NCIC database
Person 9	---
Person 10	Accountability- If supervisor determines an officer acted with bias have punishments for traffic stops, house stops. Doc pay and have a citizen police review board.
Person 11	Again, how is this ensured? Who determines if information is free from bias?
Person 12	Add: Accurate at the time
Person 13	Get to learn rules.
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	Maybe make a point to say including bias-free policing.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	Ensure encounters are free of any form of bias.
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	Be able to discuss a reason for a stop in terms outside of demographics.
Person 34	Are officers given examples of what an accurate, specific info/report looks like?
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	Add: Accurate at the time.
Person 49	---
Person 50	---
Person 51	---
Person 52	Information at the time.
Person 53	---
Person 54	---
Person 55	---
Person 56	---

<b>Person 57</b>	---
<b>Person 58</b>	---
<b>Person 59</b>	These terms are loaded with legal meaning. We need to consider them carefully- "reasonable suspicion, probable cause". Specifically, this would not have helped Tamir Rice. This item tells officers how to fill out reports. It is too broad in terms of parameters.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	How to un-train these biases and communicate to people as equal human beings.
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	Yes, should rely on accurate information.
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

4. Conduct law enforcement activities, including any decision to engage in an investigatory stop or investigatory detention of a motorist or pedestrian, without discrimination on the basis of an individual's demographic category.

Respondent	Comment
Person 1	Discrimination or Bias
Person 2	Eliminate discrimination and bias.
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	Replace discrimination and bias.
Person 8	How? What's the punishment for doing it? What is the punishment if it results in death or harm?
Person 9	---
Person 10	Cleveland Police Review Board. Restructuring. Individual's running for board positions make them paid positions.
Person 11	How?
Person 12	Clean up the wording of this paragraph.
Person 13	---
Person 14	Or the individual's location.
Person 15	---
Person 16	---
Person 17	Reword paragraph
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	Want to change? Change the culture. Re-hire/re-train. Look at the Union.
Person 39	---
Person 40	The last part of this after comma; this attempts to deal with "Driving While Black" Police officers could benefit from racial equity training.
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	Move four to two.
Person 50	---
Person 51	---
Person 52	Wording needs to be cleared up. Without discrimination should be the first sentence.
Person 53	How will this be enforced?
Person 54	Move this to the second position.
Person 55	---
Person 56	---
Person 57	---

Person 58	---
Person 59	Loaded. Also, why does it say "discrimination" here instead of "bias"? It looks like a loophole. Discrimination is not defined. Policies are not clear enough to police and community.
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:

Respondent	Comment
Person 1	Ensure language is clear for all parties (officers & Community Members) Say "This interaction requires..."
Person 2	Clear definition needed for police and community.
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	For all of these: Officer will not interfere or eliminate lawful filming of incident when conducted without interference by third party.
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	Maybe incorporate Use of Force
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	Giving individual's a chance to be heard during encounters (Figure out how this can be implemented more and in a safe manner).
Person 30	---
Person 31	De-escalating situations. Encourage "reflectionism".
Person 32	---
Person 33	---
Person 34	Too basic and can easily turn sour.
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	There is a belief that interaction with the public should be conducted with the principles of procedural justice.
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	The police union needs to be reviewed!
Person 54	---
Person 55	---
Person 56	---

Person 57	---
Person 58	---
Person 59	Communication, accessibility, language; all hard for people to receive this information. Also why are points "i" through "v" 'examples' rather than requirements? Carry business cards.
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:
  - i. Introducing yourself and stating the reason for the interaction, as soon as practical, unless providing this information will compromise officer or public safety.

Respondent	Comment
Person 1	Accessibility, sign language, nonverbal, etc..
Person 2	---
Person 3	---
Person 4	Do not need loopholes, any situation severe enough
Person 5	Vague information provided- unstructured- delete unless providing this information will compromise officer or public safety.
Person 6	---
Person 7	Carry business cards
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	Introducing (add) and identifying
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	"Reasonably practical" situation should be able to stand scrutiny.
Person 31	---
Person 32	---
Person 33	---
Person 34	Seems like an out, more explanation would be helpful. What does last sentence mean?
Person 35	---
Person 36	---
Person 37	Eliminate: as soon as practical.
Person 38	When will this compromise their safety unless they're undercover?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	Practical should be defined.
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	Individual's a better word than subject. As soon as reasonably practical.
Person 50	Define practical- reasonably practical. This language may be better.
Person 51	Is "as soon as practical" needed?
Person 52	---
Person 53	---
Person 54	Add- reasonably to practical.

Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:

ii. Ensuring that detentions are no longer than necessary.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	Individually to ask questions, Tunneling how it's addressed.
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	Define necessary.
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	According to whom?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	What is considered necessary?
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	How do we know what is longer than necessary?
Person 51	Who decided what this means?
Person 52	---
Person 53	"I fear for my life" is becoming the universal excuse.
Person 54	---
Person 55	---
Person 56	---

Person 57	---
Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	We know this.
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:

iii. Wherever time and circumstances permit, explaining what the member is doing and why.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	Cross out-Wherever time and circumstances permit.
Person 5	---
Person 6	---
Person 7	Omit entirely.
Person 8	---
Person 9	---
Person 10	---
Person 11	Replace with "immediately"
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Explain this to citizens. Not taking videotaping as abrasive. Not retaliating to reasonable requests.
Person 35	---
Person 36	---
Person 37	---
Person 38	Every circumstance permits an explanation.
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	Reasonable allowance of premised voicing of a citizen's concern or perspective in policing interaction can be informative
Person 46	---
Person 47	---
Person 48	---
Person 49	How do we know how long is necessary?. Need guidelines.
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---

Person 58	Exclude reasonable.
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	Closely related to sworn officer numbers.
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:
  - iv. Wherever time and circumstances permit, listening to the individual and answering any reasonable questions that the individual has relating to the interaction.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	Replace with Immediately.
Person 12	---
Person 13	---
Person 14	Who decides what is reasonable?
Person 15	Who determines which time and circumstances permit? This will be used as an excuse.
Person 16	Officers should always ask if there are any questions post-interaction and ensure person understands what is going on.
Person 17	---
Person 18	Define reasonable.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Omit the word reasonable.
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Speak to individual perspective of officer.
Person 35	This is a lot of information here. The question is relative to the question of is it reasonable?
Person 36	Without interpreting reasonable questions as disrespect or resisting arrest. Not forbidding the recording of police interactions by bystanders.
Person 37	"Whatever time and circumstances permit listening to the individual's" add questions relating to the interaction.
Person 38	What would not be a reasonable question?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	Training?
Person 51	Who defines? This is so vague!
Person 52	---
Person 53	---
Person 54	What if a description does not include factors other than demographic? What constitutes a credible source?

Person 55	---
Person 56	---
Person 57	---
Person 58	Should give info on paper without asking.
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

5. Interact with the public using the principles of procedural justice. Examples of this type of interaction include but are not limited to the following:

v. Providing individuals with the member's name, rank, and badge number when asked.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	Cross out - "when asked."
Person 5	---
Person 6	---
Person 7	Should be apart of the process. Delete "when asked".
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	Who Determines what questions are reasonable?
Person 16	Should just provide information without being asked.
Person 17	Officer will not interfere with law recording and interactions of a third party.
Person 18	Automatically provide.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	When asked- should be mandatory.
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	Mandatory or subjective?
Person 30	Business cards.
Person 31	---
Person 32	---
Person 33	And not retaliating.
Person 34	Does not encourage self-reflection
Person 35	---
Person 36	Add: when asked...without retaliation.
Person 37	---
Person 38	This is an insult to my intelligence to believe that this will change anything. You have reworded current laws.
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	Officers should carry business cards with them with this information. Keep and maintain these cards as well.
Person 44	---
Person 45	---
Person 46	---
Person 47	Without retaliation.
Person 48	---
Person 49	Badge number must be sewn on outer garment. Police need business cards.
Person 50	Business cards and put badge on the outermost clothing item.
Person 51	---
Person 52	When a bystander is filming, officer should not interfere.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---

Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	We do not have time to react. They do not give you time.
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### A. Members shall:

#### 6. Provide OPS complaint forms to individuals upon request.

Respondent	Comment
Person 1	Accessibility of forms.
Person 2	---
Person 3	---
Person 4	To avoid confrontations, complaint terms should be automatically and present at detention facilities outside of police supervision.
Person 5	Complaint form available at station for the citizen.
Person 6	---
Person 7	Carry complaint forms.
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	Which individuals are referred to here?
Person 16	---
Person 17	No interference with filming and recording. Also, officer must turn in their camera.
Person 18	"Upon request"- how accessible are these?
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	What sort of community education is going to be provided so that community members know to ask
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	In a timely manner.
Person 30	Keep and maintain files.
Person 31	---
Person 32	---
Person 33	---
Person 34	Organizational-wide strive for bias-free culture.
Person 35	Use an online form.
Person 36	---
Person 37	Is there an online form? Who monitors this and how often? Where can a civilian receive some form of feedback?
Person 38	---
Person 39	---
Person 40	Include a timeline for responding to complaints. Preferably, the response should include a requirement that the complaint will be answered within a specified time period.
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	Add: That an officer cannot stop someone filming if they're not interfering with the stop or detention.
Person 49	Must be done at all times.
Person 50	Who knows about this? Inform the person and have enough printed.
Person 51	---
Person 52	---
Person 53	The culture needs to be changed from the inside.
Person 54	---
Person 55	---
Person 56	---
Person 57	---

Person 58	---
Person 59	Officers should be required to maintain supply of OPS complaint forms.
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	Required to keep supply in the car.
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

I. Guidelines for Bias Free Policing

B. Members shall NOT:

1. Engage in, ignore or condone bias-based Policing.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Need more details on forms and covers of discipline with examples. Who is the judge of violation? Who is prosecutor?
Person 18	Who is defense attorney? Officer must have a duty to report knowledge of violation by other officers.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	Convert the grammar in this one. "Ignore or condone bias-based policing, observing colleagues." Isn't this what you are really trying to say?
Person 36	---
Person 37	---
Person 38	All of this should already be in effect. This needs to be rewritten.
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---

Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	Be absolutely sure these categories are explicit.
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### B. Members shall:

#### 1. Engage in, ignore or condone bias-based Policing.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	CPPA opening paragraph uses very charged language to describe.
Person 5	This is unacceptable.
Person 6	---
Person 7	---
Person 8	What is the punishment? How does an officer complain without repercussions from fellow officers? Find a way.
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	After condone, add or fail to report.
Person 15	---
Person 16	---
Person 17	Obligated to report colleagues who engage in bias-based policing.
Person 18	Condone- add- or fail to report. I think there needs to include implicit bias.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Or- Fail to report
Person 24	---
Person 25	Condone/ or fail to report
Person 26	---
Person 27	---
Person 28	Fail to report. Discussed in Discipline II
Person 29	What happens if police do not obey? What set procedures are in line to deter members for this?
Person 30	---
Person 31	Excessive force when not needed.
Person 32	---
Person 33	---
Person 34	Ought to include fellow police behavior.
Person 35	---
Person 36	---
Person 37	Ignore or condone bias-based policing observed by their colleagues.
Person 38	Who is going to police the police?
Person 39	---
Person 40	Or fail to report.
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	Many citizens viewing the aspects of criticism and feedback may be intimidating for individuals that work with the community.
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	Does 'ignore' work grammatically? Redo - "ignore or condone bias-free policing observed among their colleagues".
Person 52	Independent obligation to report. Failure to report will result in a defined consequence.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	And fail to report.

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	IA has to have adequate number of investigators
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	What are the consequences for ignoring or condoning? Should be listed.
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### B. Members shall:

2. Use harassing, intimidating or derogatory language verbally, in writing, or by gesture concerning any demographic category.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	See the CPPA website (for derogatory language)
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	How do you quantify?
Person 12	---
Person 13	---
Person 14	---
Person 15	Does this apply on and off the job?
Person 16	---
Person 17	---
Person 18	Or force.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	What is- or by gesture?
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	What constitutes as "credible source"?
Person 31	---
Person 32	---
Person 33	---
Person 34	Should not react to street verbal gestures unless outwardly assaultive.
Person 35	---
Person 36	---
Person 37	Add: Language, verbal, written, or by gesture, concerning any demographic category.
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	Engage in BBP. Everything else is the same
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

<b>Person 59</b>	Must include behavior and circumstances.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### B. Members shall:

3. Determine reasonable suspicion or probable cause based upon a demographic category, except when the characteristic is part of an actual and credible description of a specific suspect in an investigation that includes other identifying factors.

Respondent	Comment
Person 1	Include factors that are behavior specific; include context for circumstances; add language for calling in codes.
Person 2	Must include behavior and circumstance
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	Add "Must" include behavior.
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	Identified: reword for simpler explanation
Person 13	---
Person 14	---
Person 15	The exception is unnecessary.
Person 16	---
Person 17	Reword.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	And provide individual with an OPS complaint form
Person 28	---
Person 29	Racial profiling?
Person 30	---
Person 31	---
Person 32	---
Person 33	And is reasonable in light of behavioral and circumstantial situations.
Person 34	Do officers know this is profiling?
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	Again, deals with "Driving While Black"
Person 41	---
Person 42	---
Person 43	What would be considered a credible source?
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	What is a credible source? Who? What if it does not include other identifying factors?
Person 51	---
Person 52	Clean up and simplify language.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	Behavioral actions and circumstances.
Person 82	Behavior/actions and circumstances
Person 83	---
Person 84	---
Person 85	---

## PROCEDURES

### I. Guidelines for Bias Free Policing

#### B. Members shall:

#### 4. Delay or deny police services based on an individual's demographic category.

Respondent	Comment
Person 1	Including, but not limited to, first aid, etc. Define police services with examples.
Person 2	Include first aid, and medical services. Provide more examples.
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	Ever- to anyone- 1 month loss of pay. Are the punishments to be categorized regarding the impacts like loss of life?
Person 9	---
Person 10	---
Person 11	How do you quantify?
Person 12	If officer can't understand this policy, how can we expect them to enforce its premise? Handbook- or policy. Understanding being relayed in the policy.
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Delay or deny (add) ANY police services.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	Police services: but what about medical service? Please include.
Person 30	---
Person 31	---
Person 32	---
Person 33	Use unnecessary force.
Person 34	---
Person 35	Individual performance- are police more likely to answer distress calls in Bay Village than Hough? How do we create an awareness of implicit bias in this question?
Person 36	Add- Shall not use more than standard practice of use of force based on demographic category.
Person 37	And with dealing with situations, act free of bias.
Person 38	---
Person 39	---
Person 40	Medical/Life support services.
Person 41	---
Person 42	---
Person 43	What if the identifying factors are limited?
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	Refer to implicit bias here
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---

<b>Person 58</b>	---
<b>Person 59</b>	Including but not limited to first aid and other examples.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	List some sample services, including but not limited to- First Aid, Wellness Checks, Diversion, Health Housing...referrals. IE, actual services- not handling photo ops and ice cream.
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	Or because of the crime/act committed by the person needing services.
<b>Person 78</b>	---
<b>Person 79</b>	When you call the police, they will ask you your location and base their calls on this.
<b>Person 80</b>	---
<b>Person 81</b>	Including first aid, language difficulties, etc.
<b>Person 82</b>	Including; first aid, language difficulties, etc.
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

A. Members who are aware of or who have observed bias-based policing shall report the incident, as soon as practicable but no later than the end of the member's tour of duty, to a supervisor or directly to the Internal Affairs Unit.

Respondent	Comment
Person 1	---
Person 2	End of police officers' shift.
Person 3	---
Person 4	How will bias-based policing be evaluated? What standard will be used to determine if a complaint is substantive?
Person 5	Who have witnessed- (Noted)
Person 6	---
Person 7	---
Person 8	What is the punishment? Fired and/or gets same punishment as perpetrator.
Person 9	Not repercussions
Person 10	Why would an officer hold another officer accountable? Repercussions for not reporting. Dock pay, record infractions that would bar an officer from promotion. 3 strikes and no promotion to Sergeant.
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	Could there be an incentive for reporting and/or punishment for not reporting?
Person 16	Generally- provide an online reporting system expanding resources for OPS.
Person 17	Obligation.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	And instead of or-directly to the IA Unit
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	Members is an odd term.
Person 30	Must be written or recorded. How exactly will this be enforced?
Person 31	---
Person 32	---
Person 33	Define tour of duty.
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	Police training. Simulation videos asking who they feel is a suspect and why.
Person 39	---
Person 40	Data collection is vital to the community. We need to know what database you are using and how you are collecting data. If there is no baseline data, how can we tell if the Consent Decree results in improvement? How will you collect data on race/ethnicity of individuals stopped, searched or victims of deadly force.
Person 41	Define Member- "What about availability police/traffic controllers"?
Person 42	---
Person 43	Shall be a written report.
Person 44	---
Person 45	Standard in policing observed and addressing incidents of misconduct may be of concern to members of the CPD.
Person 46	---
Person 47	---
Person 48	Take out "shall" and put in mandated.
Person 49	---
Person 50	What does that report look like? Written report.
Person 51	Define- tour of duty.
Person 52	Mandated reporters. Without fear of repercussions.
Person 53	---
Person 54	---
Person 55	---
Person 56	---

<b>Person 57</b>	---
<b>Person 58</b>	---
<b>Person 59</b>	---
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	It is wonderful to have these on paper, but how can we get the police culture which protects force members to actually DO any of them? Can there be repercussions for officers who maintain a code of silence?
<b>Person 68</b>	This (and the reporting requirements in the Use of Force Policy) reporting requirements and non retaliation pieces will be a huge change in the culture of CPD.
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	What are the consequences for not reporting?
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

B. No member shall retaliate against, discourage, intimidate, or coerce another member or individual, who provides, files, investigates or reviews information about incidents of biased policing. Members or individuals shall be protected from retaliatory conduct (See Retaliation GPO #?)

Respondent	Comment
Person 1	Members shall not retaliate
Person 2	"Members shall not"
Person 3	---
Person 4	And how- require a written report. Retaliation conduct is subject to prosecution and termination.
Person 5	You are subject to prosecution and termination of your employment.
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	Obligation?
Person 13	---
Person 14	Please define GPO
Person 15	This is great!
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	...shall be protected....how?
Person 24	---
Person 25	General Police Order
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	Attempt to determine biases before hiring.
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	Systems and protocol are of interest in the conduct in reporting of bias based policing.
Person 46	---
Person 47	---
Person 48	---
Person 49	What does the GPO say?
Person 50	What does the GPO say? How will this be enforced?
Person 51	This needs to be strong.
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

<b>Person 59</b>	Let's not lose track on that other GPO regarding complaints. There is no 'or else' to this. NO statistics on complaints per cop, why?
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	Can there be repercussions for knowing about an incident but not reporting it?
<b>Person 66</b>	Must be consequences for officers who maintain a code of silence when they observe violations of this policy.
<b>Person 67</b>	---
<b>Person 68</b>	Extensive training and buyouts need to be used to turn the tide.
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	Every resident should be 'free' from retaliation
<b>Person 76</b>	---
<b>Person 77</b>	Consequences?
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

C. If an individual indicates to a member that they would like to make a complaint about bias-based policing, the member shall immediately request their supervisor respond to the scene.

Respondent	Comment
Person 1	How does this work in real time?
Person 2	Training needed for police officer and supervisor to be available and be respectful to citizens.
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	Can a citizen record their complaint to officers body cameras? Mechanics/ Download to supervisor?
Person 13	---
Person 14	---
Person 15	Is this realistic?
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	Any limitations. What if supervisor cannot come?
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	Officer should give individual supervisor abstract info.
Person 36	Change individual to citizen.
Person 37	Omit last phrase after comma. Add...the member shall provide the individual with an OPS form immediately.
Person 38	There are more tests, background checks, mental testing for a person to join the military to fight an "enemy" in another place than those citizens in our own neighborhoods.
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	Make sure a supervisor is available.
Person 45	---
Person 46	Is the supervisor always going to be available to come to the scene?
Person 47	---
Person 48	Is this realistic? If it is, then what is the ETA of the supervisor? Maybe the individual can complain the officer's body camera as recorded.
Person 49	How will this be enforced?
Person 50	---
Person 51	The individual shall be immediately provided a complaint form.
Person 52	Is this realistic? Can this complaint be registered and recorded by body cameras? Include any recorded conversations on complaint.
Person 53	---
Person 54	---
Person 55	---
Person 56	---

Person 57	---
Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

D. Supervisors shall respond to the scene in which an individual expresses that they would like to make a complaint about bias based policing. Upon arrival the supervisor shall:

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	Supervisors should immediately
Person 5	This needs to be taken out of the equation. When dealing in a situation pertaining to the citizenry.
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	All of this is solid.
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	The member should give individual a complaint form and tell them what to do with it.
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	This does not lend itself to reality. Citizen will be given a paper report to complain and mail it or return the form. Multiple reports on same officer would indicate a possible issue with officer or that re-training is necessary.
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	Consequences for not?
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

D. Supervisors shall respond to the scene in which an individual expresses that they would like to make a complaint about bias based policing. Upon arrival the supervisor shall:

1. Address the concern in accordance with the procedures for responding to misconduct complaints but at a minimum conduct a preliminary investigation of the complaint in order to preserve key evidence and potential witnesses (See Public Complaints of Police Misconduct GPO#?).

Respondent	Comment
Person 1	What are the procedures?
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Include any recorded member conversations on the complaint. Add immediate after but at a minimum conduct an immediate.
Person 18	Write report?
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Officers ought to inform citizen about possibility of making a complaint.
Person 35	Then supervisor can come if they can and get the filled out form.
Person 36	Omit but, add; and at a minimum conduct...
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---

Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

D. Supervisors shall respond to the scene in which an individual expresses that they would like to make a complaint about bias based policing. Upon arrival the supervisor shall:

2. If the individual has left prior to the supervisor's arrival, make attempts to contact the individual by the end of their tour of duty.

Respondent	Comment
Person 1	What is the follow up with officer? Is there a record taken of times reported?
Person 2	---
Person 3	---
Person 4	Cross out- end of their tour of duty and add immediately, at least three times.
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	Who will make this attempt?
Person 37	Upon arrival, the supervisor shall...address concerns....
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	There should be a recording of each attempt made and this record should be emailed or mailed to the individual.
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	Add at the end, until contact is made.
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

D. Supervisors shall respond to the scene in which an individual expresses that they would like to make a complaint about bias based policing. Upon arrival the supervisor shall:

3. Provide the individual a copy of the completed OPS complaint form or a blank complaint form to be completed later.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	And give all information as it relates to filing the complaint.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	Omit entirely.
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	Provide an electronic way to title complaint and receive confirmation via return receipt.
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

D. Supervisors shall respond to the scene in which an individual expresses that they would like to make a complaint about bias based policing. Upon arrival the supervisor shall:

4. Refer the individual to OPS.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	Preserving.
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	People have to trust culture.
Person 35	---
Person 36	---
Person 37	Omit entirely.
Person 38	How often will this really happen and how safe will the citizen really be while they wait for a supervisor?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

E. If the supervisor believes that an internal complaint should be generated, report the information to the Internal Affairs Unit in accordance with Reporting Police Misconduct GPO #?

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	What if they do not? It should be reviewed for accountability by someone less intimate.
Person 34	What happens if they are unsure of what ought to be reported?
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	What is done to document a complaint that a supervisor deems unworthy of report as an internal complaint?
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	There needs to be a 'repeal process' if the final determination of the judgement is not applicable to the case.
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## REPORTING BIAS-BASED POLICING

### II. Reporting Bias Based Policing

F. Members shall not discourage any individual from filing a formal complaint.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	Aside what/when triggers review of body cameras?
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## DISCIPLINE

III.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	This section is completely inadequate. Needs more specific discipline. Firing, loss of ability to resign. Must be fired. Loss of pension.
Person 16	What are these disciplinary actions? Not to be cynical, but without knowing what action could be taken for violating this policy, a supervisor may give an offender a "slap on the wrist".
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

<b>Person 59</b>	Make sure the Disciplinary GPO specifically includes these.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	What is the discipline?
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	---
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## DISCIPLINE

### III. A. Members who engage in, ignore, or condone bias based policing shall be subject to discipline.

Respondent	Comment
Person 1	What does discipline look like?
Person 2	---
Person 3	---
Person 4	What kind?
Person 5	---
Person 6	---
Person 7	---
Person 8	What type of discipline? Fire them, loss of pay.
Person 9	---
Person 10	Ridiculous and insulting- how little thought was put into the discipline provisions?
Person 11	---
Person 12	Will be disciplined? What are the specifics?
Person 13	---
Person 14	Define discipline in definitions section. Add- subject but not limited to
Person 15	This section is completely inadequate.
Person 16	---
Person 17	Will be subject to discipline.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Or fail to report. "Subject to discipline" is going to be too vague to fulfill the standards in the purpose of "promoting trust and confidence"
Person 24	---
Person 25	Ignore...or fail to report.
Person 26	Subject to discipline.
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Making the discipline clean cut.
Person 32	---
Person 33	What kind? This is very vague.
Person 34	Emphasize this.
Person 35	---
Person 36	That the discipline will be needs to be described.
Person 37	Omit- This is redundant.. Say: Supervisors who fail to address complaints of bias-based policing will be subject to discipline.
Person 38	What discipline?
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	Spell it out.
Person 48	Discipline will need to be defined. What happens after several complaints?
Person 49	---
Person 50	---
Person 51	Can we do a better job of defining discipline?
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---

<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	Consequences must be severe for ignoring and/or condoning.
<b>Person 67</b>	What is the discipline?
<b>Person 68</b>	Reference to Discipline Matrix needed here.
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	Define member?
<b>Person 75</b>	When a police officer has committed several cases of using forces, using firearms before communications to the person, they should not be allowed on the streets.
<b>Person 76</b>	---
<b>Person 77</b>	What discipline?
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## DISCIPLINE

III. B. Members who fail to report observed or alleged bias based policing shall be subject to discipline. Supervisors who fail to address complaints of bias-based policing will be subject to discipline.

Respondent	Comment
Person 1	How is accountability and long-term record training/response?
Person 2	---
Person 3	---
Person 4	What kind?
Person 5	---
Person 6	---
Person 7	What section?
Person 8	Fire before quitting so they lose pension.
Person 9	---
Person 10	Loss of pension punishment.
Person 11	---
Person 12	Will be disciplined? What are the specifics?
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Remove shall be subject.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	Including, but not limited to.
Person 24	---
Person 25	---
Person 26	---
Person 27	Omit last sentence.
Person 28	---
Person 29	---
Person 30	---
Person 31	Spell this out.
Person 32	---
Person 33	---
Person 34	Expound upon alleged bias anytime a citizen complains of bias.
Person 35	Omit last sentence.
Person 36	---
Person 37	---
Person 38	What procedures will protect those who break the "blue wall"?
Person 39	How will whistleblowers be able to penetrate the "blue wall" and how will policies be put in place to protect whistleblowers?
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	How will trends and patterns be established?
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

Person 59	---
Person 60	---
Person 61	---
Person 62	---
Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	What?
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## DISCIPLINE

III. C. Supervisors who fail to address complaints of bias based policing will be subject to discipline.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	What kind?
Person 5	---
Person 6	---
Person 7	---
Person 8	Fire them and no retirement.
Person 9	---
Person 10	Discipline procedure- levels of infractions and their required punishments.
Person 11	---
Person 12	Will be disciplined? What are the specifics?
Person 13	---
Person 14	---
Person 15	---
Person 16	---
Person 17	Remove subject to.
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	Do supervisors have sole discretion concerning the merits of the citizen complaint?
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	Continuing education.
Person 48	---
Person 49	---
Person 50	---
Person 51	Define "address". What type of discipline?
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---
Person 59	---
Person 60	---
Person 61	---
Person 62	---

Person 63	---
Person 64	---
Person 65	---
Person 66	---
Person 67	---
Person 68	---
Person 69	---
Person 70	---
Person 71	---
Person 72	---
Person 73	---
Person 74	---
Person 75	---
Person 76	---
Person 77	---
Person 78	---
Person 79	---
Person 80	---
Person 81	---
Person 82	---
Person 83	---
Person 84	---
Person 85	---

## TRAINING

IV. A. Members shall receive annual in-service training on bias free policing that is adequate in quality, quantity, type and scope.

Respondent	Comment
Person 1	---
Person 2	---
Person 3	---
Person 4	---
Person 5	---
Person 6	---
Person 7	---
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	---
Person 15	Officers should go through the same process with addition of anti-racist training.
Person 16	---
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	---
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	---
Person 32	---
Person 33	---
Person 34	---
Person 35	---
Person 36	---
Person 37	---
Person 38	---
Person 39	---
Person 40	---
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	---
Person 49	---
Person 50	---
Person 51	---
Person 52	---
Person 53	---
Person 54	---
Person 55	---
Person 56	---
Person 57	---
Person 58	---

<b>Person 59</b>	This should be way more frequent. Twice a year with quarterly checkpoints. 8 hours of crisis management. Also consider tests and certifications, not just automatically pass. There should be a lot more bias-free training up front. 40 hours to new officers.
<b>Person 60</b>	---
<b>Person 61</b>	---
<b>Person 62</b>	---
<b>Person 63</b>	---
<b>Person 64</b>	---
<b>Person 65</b>	---
<b>Person 66</b>	---
<b>Person 67</b>	---
<b>Person 68</b>	---
<b>Person 69</b>	---
<b>Person 70</b>	---
<b>Person 71</b>	---
<b>Person 72</b>	---
<b>Person 73</b>	---
<b>Person 74</b>	---
<b>Person 75</b>	---
<b>Person 76</b>	---
<b>Person 77</b>	What kind of training? How will training be conducted to reduce or remove biases?
<b>Person 78</b>	---
<b>Person 79</b>	---
<b>Person 80</b>	---
<b>Person 81</b>	---
<b>Person 82</b>	---
<b>Person 83</b>	---
<b>Person 84</b>	---
<b>Person 85</b>	---

## TRAINING

IV. A. Members shall receive annual in-service training on bias free policing that is adequate in quality, quantity, type and scope.

Respondent	Comment
Person 1	Bi-annual in service. Make frequent with quarterly touch points. Training in what topics specifically? Specify number of hours crisis intervention, mental health. 40 hours of training to implement bias-free policy.
Person 2	Not annual, but bi-annually, or quarterly, depending on the individual's past record and training outcomes.
Person 3	---
Person 4	What kind and from whom?
Person 5	---
Person 6	---
Person 7	Members shall receive (Add) ongoing annual in-service training. Add: B. Members shall have an initial 40 hour training on these new procedures. Add crisis intern certification.
Person 8	---
Person 9	---
Person 10	---
Person 11	---
Person 12	---
Person 13	---
Person 14	How is this determined/Evaluated?
Person 15	---
Person 16	What does adequate mean? Should explicitly state that implicit bias training should be included in the training.
Person 17	---
Person 18	---
Person 19	---
Person 20	---
Person 21	---
Person 22	---
Person 23	What does this look like? History, Economic? How global? Implicit bias training.
Person 24	---
Person 25	---
Person 26	---
Person 27	---
Person 28	---
Person 29	---
Person 30	---
Person 31	Needs more of a general timing. Guideline of the training should not just be annually.
Person 32	---
Person 33	Is this enough? We need to change culture. This should be more transparent. Perhaps, more frequent and involve review. It needs to be part of the routine.
Person 34	It this the full extent? More frequent in-field training. Have to carry spirit of this document. Repeat offenders will be subject to further review. Because officers are afforded ability to use lethal/less than lethal force, officers must understand they are held to a higher standard. Integrating change in organization in everyday conversation. To be trusted you have to be trustworthy.
Person 35	---
Person 36	What is the definition of 'adequate'. It needs to be more clearly spelled out.
Person 37	---
Person 38	---
Person 39	---
Person 40	Bias free policing- Source of training and leaders should be made available to the public. Training should not be sourced in-house. Use a third party. How are you choosing trainers who have established professional standards? Can other police departments suggest whom to choose for training? Make a serious commitment to racial equity training.
Person 41	---
Person 42	---
Person 43	---
Person 44	---
Person 45	---
Person 46	---
Person 47	---
Person 48	There must be testing on the training of member does not pass then they should be put at a desk until they pass.
Person 49	---

**Person 50** Will specific trainings be designed? How will they keep record of who attended which training? How are trainings designed and evaluated to make an impact?

**Person 51** Who determines what is adequate?

**Person 52** To create a culture people need to know what the consequence if their actions are as this will determine the importance of to the organization.

**Person 53** ---

**Person 54** ---

**Person 55** ---

**Person 56** ---

**Person 57** ---

**Person 58** ---

**Person 59** ---

**Person 60** ---

**Person 61** ---

**Person 62** ---

**Person 63** ---

**Person 64** ---

**Person 65** This is not specific enough. How will you determine training is adequate? Who will do the training? What does adequate scope look like?

**Person 66** ---

**Person 67** This training should NOT be in-house. The training should be high-quality racial equity training. Require lethal force insurance policy for officers.

**Person 68** officers receive 200+ hours of training on weapons and tactics; they received an average of 8 hours on de-escalation annually. This is not right.

**Person 69** ---

**Person 70** ---

**Person 71** ---

**Person 72** What is in-service training? Cultural training? I do not understand this entire section. It is very vague.

**Person 73** ---

**Person 74** Generous training. What about specific retraining for an officer that has had a particular problem?

**Person 75** ---

**Person 76** ---

**Person 77** ---

**Person 78** What sort of mental illness training is there? Dealing with someone in the midst of a mental breakdown is different than a 'sane' mind. Every officer should have mandatory mental health training. How to address a person under mental duress, and how to properly deescalate the situation. Mental health of both members and citizens is something that needs to openly be discussed and addressed.

**Person 79** ---

**Person 80** ---

**Person 81** ---

**Person 82** ---

**Person 83** ---

**Person 84** ---

**Person 85** ---

## ADDITIONAL COMMENTS

Respondent	Comment #1	Comment #2
Respondent	---	---
Person 1	Document needs more nuanced reflection of Cleveland history for policing and	---
Person 2	---	---
Person 3	---	---
Person 4	---	---
Person 5	---	---
Person 6	---	---
Person 7	Vague wording in policy is what got us here. Punishment and work requirements must be specific, otherwise, police circumvent accountability. "Well, they were within policy guidelines", "Nothing said we couldn't do it". Let's avoid those excuses. Also, avoid the "feared for my life" claim We need guidelines for what is reasonable fear.	---
Person 8	---	---
Person 9	---	---
Person 10	---	---
Person 11	---	---
Person 12	---	---
Person 13	---	---
Person 14	Three strikes and you are out and cannot get a promotion, or you are banned from holding a weapon.	---
Person 15	---	---
Person 16	Need training prior to joining the force. Then annual refresher classes 3 hours per year. Need violations of the rules to be done as soon as possible. Too much delay is bad. Sufficient resources for investigating needs to be provided. Those rules may need to be written also in simplified form for non-legal professionals.	---
Person 17	---	---
Person 18	---	---
Person 19	---	---
Person 20	---	---
Person 21	---	---
Person 22	---	---
Person 23	---	---
Person 24	---	---
Person 25	---	---
Person 26	---	---
Person 27	Education of community on the protection of policing. Understanding policing may lead to	---
Person 28	---	---
Person 29	---	---
Person 30	---	---
Person 31	---	---
Person 32	---	---
Person 33	---	---
Person 34	---	---
Person 35	---	---
Person 36	---	---
Person 37	---	---
Person 38	---	---
Person 39	In terms of police practice it should be stated that persons taking pictures/videos of a police interaction are performing a legal civil behavior. They should not be hindered, harassed, threatened, arrested, or in any way interfered with or treated disrespectfully. Persons who ask what is happening, or what a person interacting with the police has done, or who may make an inquiry about police behavior while not interfering with lawful police procedure, should be treated fairly when responded to by the police at the scene. Again, they should not be harassed, intimidated, arrested or treated in any way other than with respect. The procedure for filing complaints about police behavior is states in the draft statement Bias-Free policing. The stated procedure should include a timeline for responding to complaints. Preferably the response should include a requirement that the complaint be answered within a specified time period.	---
Person 40	---	---
Person 41	---	---
Person 42	---	---
Person 43	Why are we suggesting when the police should have been doing this for years?	---
Person 44	---	---
Person 45	Why are we writing feedback or suggestions because if the district got 100 pages and	---
Person 46	---	---
Person 47	---	---
Person 48	---	---
Person 49	---	---
Person 50	---	---
Person 51	Clarity is so important for the health and safety of our officers and citizens. How are we going to educate our citizens. Needs to start in our school communities.	---
Person 52	Why did the Commission report get turned over to the police themselves to come up with this?	---
Person 53	---	---
Person 54	---	We need a definition of reasonable. Bias-based policing needs to include acknowledgement of negative police actions. Include the choice to use more than the standard practice of painful of lethal force motivated by discrimination on the basis of; The current definition of reasonable suspicion lacks consideration of circumstance and behavior. What constitutes as "adequate" training for bias-free policing needs to be more clearly described. Everyone has implicit bias. Procedures need to include opportunities to surface and talk about reflect on and work to act free of implicit bias. Economic status should be included in the definition of demographic category. The Division of Police needs to incorporate a culture of bias-free policing at every level. What the discipline will be needs to be more clearly described.
Person 55	---	Recommendation does not accommodate non-English speaking engagements with other citizens. Concerns with training of officers in mental health crisis; Currently officers are being educated in mental health engagements. Training and police intervention are being enhanced. Concerns on officer training in dealing with encounters of citizens carrying concealed firearms during traffic stops. Racial equity training for police officers and community.
Person 56	---	Anti-racist training. Ambiguous wording in policies. Police reprimands. Police should live in Cleveland. Source of income should not affect demographics. Police are always acquitted, there is no accountability. No elected officials involved. Original effective date should be revised. Police contract expired. Police Unions. Illegal use of LEADs database- suspend their licenses. Bias-free policing equals community policing. Who determines guidelines? Commissioner's attitude. Reporting bias; repercussions. Need steps protecting their jobs. Accountability/discipline procedure- firing, resign, pension loss.

Person 57	---	---
Person 58	---	---
Person 59	---	---
Person 60	---	---
Person 61	---	---
Person 62	---	---
Person 63	---	---
Person 64	---	---
Person 65	---	How will data regarding compliance with this police be collected and managed? How will this data be used to refine and update the police so it is a living document?
Person 66	---	---
Person 67	---	MHRAC is a fine model and has accomplished much concrete projects. Please, can we have a racial equity response advisory committee to design and lead racial equity policies and training with the same meticulous attention? families who are uncomfortable coming to meetings, can we hold them at churches with a mediator to encourage them to be more comfortable?
Person 68	---	About tonight's CPC meeting; Admin. Scott from OPS knew about our meeting, but did not come prepared with key numbers. This insults my intelligence. His lengthy narratives did not answer the questions asked. Is he the permanent head of OPS?
Person 69	---	---
Person 70	---	Outreach services from the commission for families of people who have been assaulted, or murdered by officers to feel comfortable participating in this process.
Person 71	---	This is my first meeting and I must say that the purpose/policies read nice, but I cannot imagine how bias-free policing is possible. Not in the numbers most segregated city in US, but we are the number one most income-based segregated city in the US. The CPDs biases are a microcosm of a larger issue. A yearly training?
Person 72	---	---
Person 73	---	CPD needs to address 'suicide by cop', so people know about the training police are given on this subject. So we know what to expect and what is done to avoid people getting killed.
Person 74	---	---
Person 75	---	Deal with the biases that the police officers have, Retraining those officers that have military backgrounds to prevent the use of force and not talking to the residents. There must be a repeal process for judgments that are unacceptable.
Person 76	---	---
Person 77	---	---
Person 78	---	---
Person 79	---	---
Person 80	---	We need to bridge inner-city communities with patrol officers. Sub-cultures cannot blend unless there is a working togetherness or a common goal. It is imperative that we establish a viable effort to bridge our inner-city men and officers.
Person 81	---	---
Person 82	---	---
Person 83	---	---
Person 84	---	<p>The proposed policy on bias-free policing is an insult to the Court. It's an insult to the Bias-Free Policing Work Group that committed four months to research and produce a thorough and comprehensive set of recommendations. And it's an insult to the people of Cleveland. But more to the point, the proposed policy doesn't come close to meeting the standard set by the Court, a standard that CDP agreed to and swore to uphold. Paragraph 38 of the consent decree dated May 26, 2015, requires CDP to "develop a bias-free policing policy that incorporates, as appropriate, the recommendations developed by the Commission pursuant to Paragraph 17." The proposed policy implements only a tiny subset of those recommendations. Among the many recommendations utterly ignored by the proposed policy are these: The recommendation is to create, maintain, distribute, and publicize a Bias-Free Policing Handbook. The proposed policy does not mention such a handbook. Nor does it offer any mechanism to make the public aware of the existence of a bias-free policing policy or how to apply it. The recommendation is to require officers to have name tags and badges that are clearly visible at all times. This recommendation is not mentioned in the proposed policy. I've been informed that a similar requirement is already part of CDP's general order on uniforms, which is good, but that enforcement of internal discipline doesn't address the impact of anonymous policing on individual civilians in the community. The recommendation is to make dispatchers aware of bias-free policing and require them to practice it. Dispatchers are not mentioned in the proposed policy at all. The recommendation is that body searches should always be conducted by an officer of the same gender as the subject, and that the subject's stated gender identity shall be respected. The proposed policy doesn't address this at all. The recommendation is that CDP keep statistical records of all non-voluntary stops so patterns of bias can be detected. The proposed policy does not mention any use of statistics. The proposed policy neglects even the concept of systemic bias.</p> <p>The recommendation is for a complaint process that provides substantial support and protections for complainants including the optional presence of parents, lay advocates, or attorneys. The proposed policy doesn't provide those protections and simply requires a complainant to fill out a form. It seems calculated to discourage complaints. More importantly, the recommendation shows a great deal of understanding of various kinds of systemic bias. The proposed policy ignores this very important section of the recommendation. Specifically, the recommendation calls on CDP to "eliminat[e] policies and practices that have an unwarranted disparate impact on certain protected and marginalized classes" and to refrain from "unwarranted or unnecessary disproportionate enforcement." The recommendation also calls for protections for religious minorities such as Muslims, for protections for undocumented persons living in the United States, and for measures to reduce the problem of "profiling by proxy." Again, this extremely important part of bias-free policing is not addressed at all by the proposed policy. Likewise, the recommendation shows great understanding of management, organizational culture, and recruitment as they affect bias in policing. Six entire pages of the recommendation address these topics. The proposed policy, on the other hand, puts the entire burden of bias-free policing on the patrol officer in the field. Ditto: Eight pages of recommendation on training on bias-free policing, including public reports on the result of training, are dismissed in the proposed policy with one sentence calling for "adequate" training and no reporting.</p> <p>An informed civilian reading both the Work Group's recommendation document and the policy proposed by CDP might understandably come to the conclusion that the police authors of the latter are either completely unfamiliar with the former or that they are deliberately sabotaging the implementation of bias-free policing. The proposed policy reeks of bad faith and ass-dragging on CDP's part. They need to lead this process, follow it, or get out of the way.</p>
Person 85	---	---

# CLEVELAND POLICE MONITORING TEAM SURVEY QUESTIONS

RESPONDENT	1. Do you think the proposed new Bias-Free Policing Policy addresses your concerns?	2. What do you think is the strongest or most beneficial element of the proposed Bias-Free Policing Policy?	3. How do you think that the proposed Bias-Free Policing Policy could be strengthened or improved?	4. Do you think that the implementation of the proposed Bias-Free Policing Policy would be beneficial, harmful, or have no effect on you and/or your community?	5. Do you have any additional comments or feedback on the proposed Bias-Free Policing Policy?
Person 86	---	---	---	It will have absolutely no effect without specifics. I wish that the policy had more depth. This is a positive start, yet not good enough.	I don't live in Cleveland but the view from the burbs is one you might want to hear out. I think all you will accomplish is pushing out your good officers for fear they will be punished for doing their jobs. I also think you will have every bad guy demanding a supervisor at every interaction. How about doing a better job doing background checks on your potential hires? How about getting inner city youth involved in law enforcement explorer programs before the gangs destroy them? Get the churches and politicians involved with partnering with police instead of demonizing them. While you're at it, how about classes in schools teaching inner city youth how to verbally interact in formal register when circumstances require it--especially with police. Teach them the same thing I taught my kids if you get pulled over--COMPLY. If the cop is wrong fight it later.
Person 87	No, I do NOT think that the new Biased Free Policing Policy addresses our concerns as citizens. It is a blanket statement that should already be in place. The policy sounds like common sense. Everyone should be given respect and human courtesy.	The policy displayed only general statements with no depth.	We need a how! How does the police force plan on making these unbiased efforts to assist people? What training exercises will be implemented to expose officers in the academy to the people in the community of which they serve? They have to learn how to talk the people.	Beneficial if used by all but we see what your union thinks about improving things.	Must be consequences for officers who maintain a code of silence when they observe violations of this policy.
Person 88	Your racist police officers want to quiet anyone from trying to improve racial justice.	Controlling your racists.	Hire more minorities to turn in your bad cops.	Beneficial. Bias-free policing wouldn't help me, as a white woman, but I do believe that it can have a beneficial impact on the Cleveland community.	As a Fire Captain and member of the IAFF, it seems the police union is the only "ignorant" one in this situation.
Person 89	No, it seems like a surface policy. Something that will be put out to say there is a policy but no real action behind it. Other than a yearly training, which is probably a 30 minute computer based quiz, that members will skim through to check a box.	I think the strongest portion of the policy is the reporting of bias based policing, it has the most details. A clear outline of what the procedure is when biased behavior is being reported.	Clarify "members" in the definitions section. Members are referenced throughout but it is unclear who those members are.  I would like to see Mental Illness, Political ideology and Economic status included in the demographic category.  How will this be measured? I believe an annual report should be shared with the public.	Some of the regular harassing officers will figure out ways to circumvent the policy. But if the newer officers understand that discharge is the discipline they might protect us instead of harassing us.	I think this is a good first step. I appreciate CPD for all you do!
Person 90	No.	None. This policy is so vague that the police will figure out ways to avoid discipline. Any officer engaging in biased behavior must face discharge in order for a policy to stop the present harassment and constant biased behavior prevalent in our communities.	Please see above. Discharge not discipline.		None.
Person 91	In theory it sounds great and does address some of my concerns. I was very excited to see implicit bias mentioned in the definitions section because I believe that often plays into issues that we have with bias in policing and interactions between people who are different in general; however, it was never actually addressed anywhere in the policy. While implicit bias is complicated because it is internal and may not be apparent to the person experiencing it, I think it needs to be addressed explicitly in some way in the policy whether that is saying that there will be a training on the issue or in some other way. All officers will be required to take the Harvard online implicit bias test to recognize and address the biases that they may have be it based on race, religion, ability level, etc. ( <a href="https://implicit.harvard.edu/implicit/selectatest.html">https://implicit.harvard.edu/implicit/selectatest.html</a> ). In addition, while I support the proposed policy, everything in the "shall" and "shall not" sections seem like they should be basic regulations for any profession. It is sad that we have to make a policy regarding this when it should be common sense.	I like that there has been a lot of thought put into the creation of this policy which is clear from the definitions and purpose of the document. The document is clear and easily understandable and is not too complicated or lengthy which makes it a policy to which all officers can easily read and commit.	I think more detail about the types of training that will be provided would be helpful. Many people do not take professional development seriously in education (this is the area in which I work), and I imagine it might be the same in other professions so I would hope that the development would feel meaningful and not simply be a powerpoint on diversity. There are actually some very engaging presenters like Erica Merritt ( <a href="http://www.neighborhoodgrants.org/prism/">http://www.neighborhoodgrants.org/prism/</a> ) who can get people reflecting on race and bias. A once a year meeting is not going to fix this problem. Making it more specific would be helpful. "Shall be subject to discipline"- what does that mean? It doesn't have to be something definite like "shall be suspended for 3 days" because taking in the context of the situation is obviously important, but that phrase doesn't make me feel very confident that all complaints will be taken seriously. Something like, "Members who engage in this behavior etc., shall have a a formal complaint added to their file and must meet with their immediate supervisor within 24 hours to discuss the severity of the situation and to discuss consequences which could range from ____ to ____." That type of statement would make me feel more comfortable that action will be taken.	If it is implemented well and there is buy-in from the police staff, I think it will be beneficial. If people find this to be an added "thing" they have to do or there is no buy-in, I think it will have no effect or could possibly have a negative effect on the community where I work	How will this policy be enforced? It says that people shouldn't discourage others from filing a complaint, but how will a culture that supports this be created so as not to ostracize anyone who may want to make a complaint? Co-counseling or re-evaluation counseling could be a very powerful tool for officers as we pursue bias-free policing in our community. Sondra D. McCurry is a Re-Evaluation Counseling Teacher and Leader and could be a wonderful resource as well if we truly are committed to get to the root of the problem and aren't simply starting a policy to "check off a box".

	<p>No. The policy ignores the fact that bias-free anything is impossible. Trying to ignore or suppress biases only makes things worse in the long run. It is significantly better to acknowledge biases and actively choose to do something in the face of them. Openly acknowledging biases and acting against them intentionally makes them less likely to be an issue in the future. It is how we as a society can work towards eliminating biases. We must first admit there is a problem. Denying the existence of biases by putting "bias-free" in a policy letter ACCOMPLISHES NOTHING. Furthermore, the policy as written gives officers the same excuses they currently have. The phrase "whenever time and circumstances permit" provides a get out of jail free card. If an officer shoots a black kid, the argument will be "I did not of the time or opportunity to identify myself and why I was stopping them. This is in line with the bias-free policy and clearly, I did nothing wrong". Oh wait, that sounds like the exact same problems we are already having. This policy is a joke, and accomplishes nothing.</p>	<p>No. The policy ignores the fact that bias-free anything is impossible. Trying to ignore or suppress biases only makes things worse in the long run. It is significantly better to acknowledge biases and actively choose to do something in the face of them. Openly acknowledging biases and acting against them intentionally makes them less likely to be an issue in the future. It is how we as a society can work towards eliminating biases. We must first admit there is a problem. Denying the existence of biases by putting "bias-free" in a policy letter ACCOMPLISHES NOTHING. Furthermore, the policy as written gives officers the same excuses they currently have. The phrase "whenever time and circumstances permit" provides a get out of jail free card. If an officer shoots a black kid, the argument will be "I did not of the time or opportunity to identify myself and why I was stopping them. This is in line with the bias-free policy and clearly, I did nothing wrong". Oh wait, that sounds like the exact same problems we are already having. This policy is a joke, and accomplishes nothing.</p>	<p>Drop the "when circumstances permit" language. It should be expected that all officers identify themselves. Period. It should be expected that officers inform citizens why they are stopping them. Period. Do not give officers a free pass. Drop language about bias-free. IT IS IMPOSSIBLE TO BE FREE OF BIAS. Instead, focus on training to acknowledge biases and use our knowledge of them to our advantage.</p>	<p>Nothing would change, and the police department would have a pass to excuse all of their actions, and say "Well, we followed the policy that the community agreed on". It is a joke.</p>	<p>There is no such thing as BIAS-FREE stop trying to pretend there is. move past it, and you might be able to actually make change.</p>
Person 92					
Person 93	<p>No. I'm actually concerned with the rate at which police officers are allowed to brutalize and murder unarmed citizen without facing any legal consequence.</p>	<p>The fact that it address that bias is a major issue in policing and use of force.</p>	<p>How about a policy that is real, tangible and quantifiable? A policy that focuses on accountability. "Any police officer found to be involved in the fatal shooting of any unarmed citizen will be suspended without pay and prosecuted, as a civilian, to the furthest extent of the law" ...or something like that. You can't legislate feelings. You can't legislate politeness.</p>	<p>I don't think it will have any effect in its current form. All it's doing is adding to the list of things a police officer has to do before he can murder an unarmed citizen and get away with it. We're still going to be killed. It'll just take a little longer.</p>	<p>If you are trying to actually affect the way that police and their biases end up neutralizing and murdering Clevelanders, draft a policy that focuses on consequences. Hold police to the same standard of law as us lowly civilians are held. As long as Police continue to get away with murder and neutralization of marginalized communities, your policies will only amount to a pile of nothing but one-hundred percent bureaucratic excrement. People will still be murdered because they are black, brown, poor, in mental distress, because they're scary... and it will kinda be your fault.</p>
Person 94	<p>Barely.</p>	<p>It's attempting to get at the underlying racism of so much of this system.</p>	<p>If you really want to instill confidence in the community, you need to put something bold and moral in writing, that the old way of doing business is NOT what we will do going forward. How about something like:</p>	<p>Almost no effect. These are words. They have no teeth. They do not address the underlying fear of being shot and killed and knowing that the punishment any of us would get for committing such a crime will not be what the offending officer will receive.</p>	<p>Give us clear, accountable policies that will stop the most flagrant uses of violence against our citizens. Treat police officers as you would treat civilians. THIS will start to instill confidence that you actually want to change the system. Assure us of justice. In writing. The officers will be safer as well, knowing what the boundaries are. THAT would go a long way toward making us feel like things are really changing, not just lip service to more polite behavior.</p>
Person 95	<p>It does not even come close.</p>	<p>N/A</p>	<p>It could be written in a way that is not boilerplate meaningless pablum.</p>	<p>Harmful. Nothing will change, and people in the Community will continue to be beaten, killed, and have their Civil Rights violated by the CDP.</p>	<p>I find this "About Us" page of the CPPA's website wholly contrary to the Bias Free, Community and Cultural Competency requirements of the Consent Decree and the GPO. Such CDP member/officers can not be expected to perform their duties in a Constitutional Manner. They are publicly and defiantly demonstrating that they have no interest in doing so.</p>
Person 96	<p>Not 100%</p>	<p>Weed out racism.</p>	<p>Strengthened, with firing any violators.</p>	<p>To some degree or would help. In other's it want. Those cops who are complete racist want abide by any decree. Those who are leader's will trust and do what's right.</p>	<p>Loomis is a racist.</p>
Person 97	<p>No.</p>	<p>The addition of procedural justice. However, the procedural justice definition and description does not reference bias. It appears that procedural justice was added as a popular word, but little thought of how it really interacts with bias. There should be a procedural justice policy that includes bias.</p>	<p>The statement that bias only relates to the protected statuses. The inclusion of only protected statuses in the definitions limits the effectiveness of the policy. What about a prostitute that is a crime victim or a repeated victim of domestic violence. Is an officer permitted to show bias because of a person's profession or the involved crime or how many times the crime has occurred to that person in the past. Why limit it to "demographic categories."</p>	<p>No change or little effect. Most of what the policy addresses are already addressed in other policies with the same or similar language. The creation of a separate policy that includes information that is included in other policies just creates confusion and any potential discipline will be difficult when the language is not repeated exactly in the various policies. Opens up the possibility of confusion about which policy they were following at that moment.</p>	<p>A Better way would be that officers shall conduct all police interactions free from bias and based on reasonable suspicion and probable cause. Then add that after every arrest and citation, officers shall review the incident to ensure that decisions were made based on reasonable suspicion or probable cause. Policy repeats a lot of information that is from other rules or policies. All related references will need to be located and checked for consistency. Policy needs to always state which bias it is referring to for clarity because implicit bias cannot be recognized, by definition, without additional efforts. In section 1A1, there is no need to include observed behavior when it is included as part of reasonable suspicion and probable cause. An officer that believed biased-based policing has occurred has until the end of the shift to report the incident. That can potentially be up to 10 hours after an incident was observed. Why is it different than when a citizen reports it? All references to bias in the policy need to be defined as implicit bias, bias-based policing, or bias free policing. Otherwise it can create confusion and subvert discipline. Implicit bias is not known to the person doing it. By definition it cannot be stopped before it happens. It can only be recognized after the fact. The part about annual training is too vague and does not instruct a person or title to be accountable. If that part of the policy is violated, who is held accountable? The Chief, Support Commander, and/or Training Lieutenant? Policy should be broken down into what officers do and then what supervisors do in the various situations for clarity. This policy looks like a collection of words and phrases that are popular now. Policy should avoid terms that may change definition over time and focus on permitting or restricting certain actions. Language that states that "shall be subject to discipline" cannot be used when implicit bias is included because by definition, it is not consciously known. How can you discipline someone for a violation that they did not know they committed and therefore could not have made corrective action. It also allows for no "totality of the circumstances" that may allow bias in extreme situations, such as a terrorist attack or active shooter situation. Realistically, the inclusion of this language is a sound pretty action with no purpose because it implies that other policies that do not include such a statement are not subject to discipline. This language is added just to sound good to the public. Policy repeats a lot of information that is from other rules or policies. All related references will need to be located and checked for consistency.</p>
Person 98	<p>Yes.</p>	<p>Confronting implicit bias and enforcing dignity for all</p>	<p>Robust training and resources for officers</p>	<p>Very beneficial.</p>	<p>Please implement this important policy soon.</p>

Person 99	I think that this policy is a start. This is the way it always should have been.	Policing with nondiscrimination	Community interaction. Training for racial sensitivity. Talk to the marginalized community & see their side.	It would absolutely be beneficial to every community.	None
Person 100	Yes.	This policy is greatly strengthened by its emphasis on the idea that bias-free policing makes everyone safer. I believe it not only makes my neighbors less likely to be victims of bias-based actions, it also increases the safety of police officers because a community that trusts them will stand behind them.	The only language I felt was missing was "assumed or actual" in the definition of bias-based policing. When an officer discriminates on the basis of an individual's demographic category, she or he sometimes doesn't even have certain knowledge of those demographics. It's tough to erase our prejudice just because we tell ourselves we ought to. Our brains invent all kinds of reasons why our prejudice is justified. It might be an easier first step to recall that when judging by appearances, we may have actually jumped to an incorrect conclusion.	On me: Not much effect, except that the respect and gratitude I've generally felt for the police will be easier to defend. But I am a middle-class white woman; I have seldom been on the receiving end of anything but quick and --- courteous assistance from the police. On my community: It's a step in a healthy direction. If police take it to heart, safety will improve immediately and trust will come eventually.	
Person 101	Yes, but no.	N/a	N/a	I don't believe this policy will change the mindset of officers that racially profile.	I don't feel that this policy will change officers that use their own personal biases, stereotypes, and for better words just lack of judgement. The things that they discuss should have already been apart of the policy quite frankly as Cleveland is a very diverse city. If a person is racially profiles and they do make a complaint it's still their word against that officers and without evidence the officer usually wins, so how about this, how about every cop wear a body camera, every car has a dash cam and as soon as you clock in and start to patrol they are both turned on until you punch out. Had a camera been on win like Stewart was shot we would know exactly what happened during that altercation. Then we have Walter Scott, what if that bystander wasn't there to record that incident? It would've been that cops words against a dead man. So don't get me wrong I take it that your trying to make law enforcement better but this policy you speak of is words on a piece of paper and we simply need more!!!!
Person 102	Somewhat	Probable cause is being abused. I seen a man stopped for driving a unsafe vehicle because it had a cracked taillight lens Come On In Canfield Ohio	Got to try it.	If you don't believe in this act like you do. After seeing positive results you will	---
Person 103	Yes, I think the written policy addresses the concern.	The policy states clearly the areas of concern as well as the discipline that goes along with it.	I think the policy is clear. As a former police officer, what happen to the officer as the event of racism or bias. If there is little or no punishment the act will be repeated.	It must be implemented and enforced in order to effective. Also, there must be monitoring of the policy and how it is carry out at every level	To be effective, it must change the culture.
Person 104	N/a	Na	Under Definitions, I recommend including a statement in the definition of "Reasonable Suspicion" stating that "Reasonable Suspicion may not be based solely on a person's demographic category." My recommendation is that it reads as follows: "Reasonable Suspicion: The standard of proof necessary for a police officer to engage in a temporary investigatory detention of an individual. While reasonable suspicion is a lesser standard than probable cause, it must be supported by specific and articulable facts for suspecting a person of criminal conduct. REASONABLE SUSPICION MAY NOT BE BASED SOLELY ON A PERSON'S DEMOGRAPHIC CATEGORY." The same may be done for the definition of "Probable Cause." Also, under (f)(A)(4) of the Procedures section, there is a reference to "law enforcement activities." I would define "law enforcement activities" under the Definitions section.	n/a	n/a
Person 105	To a degree	n/a	I believe the current language in the policy which states decisions related to law enforcement should be based upon "Reasonable Suspicion" will give wide berth to officers who have racial bias. For example, some officers may believe that simply being black increases the likelihood that an individual is guilty of a crime. Based on current crime statistics, they can argue they had a basis for reasonable suspicion. Perhaps this issue could be addressed by specifically defining exactly what constitutes reasonable suspicion.	Beneficial start.	n/a
Person 106	No.	Nothing about putting this in writing is beneficial.	By removing it.	Having this as a written policy makes the city and the department appear incompetent. This makes your officers sound like racist bigots that drive around beating minorities on every street corner. That's what you're telling the community. Our officers are so bad they can't control themselves so we had to write this.	Get rid of this and do something that might actually help.

Person 107	I have zero concern about current police actions concerning bias free policing.	N/a	Implicit bias is defined in this proposal as "acted involuntarily and without an individual's awareness or intentional control". Then it states how an officer can not act on this. Well if they are not aware of it, how can they act directly on it? Seems like a no win for officers, so what motivation would they have to interact in any way with anyone without fear of being fired, or their name and face posted all over news papers as a "racist" or "sexist" or "homophobic" etc. In the end, the obvious is being stated here and it indirectly discourages community /police interactions by threatening officers	Absolutely no effect. Stops can not be based on a certain demographic alone already BY LAW.	What part of the proposed bias free policing order is not already in another order that the police have. It just seems like the obvious is being stated. Or, is this replacing the order they says biased policing is allowed?
Person 108	No.	N/a	Let the cops pick and choose which calls they want to respond to.	Bias-Free will speed up the complete integration of non-whites into what's left of white-majority communities. It will also do nothing to protect the whites who wish to reside in currently black majority neighborhoods.	It's no wonder the CPD is having problems keeping officers on the job. Listen on your scanners to the barrage of ignorant calls they get from the east side every night. It's no wonder that they "lose it" sometimes. Few men or women can put up with that much nonsense forever.
Person 109	Will it address the concerns of victims of crime?	There is none.	Only way to improve this wet dream is to take the cops off the street.	Since I don't rob, steal or rape, so called law will have no effect on me.	No comments on the criminally insane who drafted this garbage.
Person 110	I am slightly concerned as to why this isnt the standard. I am curious what this new revision is compared to the older one. I would like to see the older version. Also the discipline is very vague as far as who handles and how it is to be handled. I also am curious if the citizen wronged will be notified of the outcome with some sort of remediation for the officer?	Accountability and clear guidelines	Mentioned above- more detailed time frames	Beneficial- nothing is bad about it just feel like its a bit vague which perpetuates the grey areas we run into with police brutality cases	N/a