

# WHERE WE STAND



Current policies and practices related to use of force and social justice.

## RESPONSE TO RESISTANCE

We changed the name of our policy from “Use of Force” to “Response to Resistance” in 2016 to more accurately describe our tactics. Our officers don’t patrol looking for opportunities to use force. They respond to resistance. This is an important distinction that hopefully gives residents some insight into how we approach policing in Naperville.



## WHEN TO USE FORCE

Our officers are trained to use force as a last resort. Our policy is based on using reasonable and necessary force to make a lawful arrest or to protect the officer and others from great bodily harm or death. It is guided by the United States Constitution, Illinois Statutes and case law.

## CHOKE HOLDS

We have found evidence in our policies dating as far back as 1992 banning the use of choke holds unless deadly force is warranted. We also prohibit the use of carotid neck holds, carotid choke holds, sleeper holds or similar tactics.



## DE-ESCALATION

Our officers receive de-escalation training both at the academy level and through mandatory annual training. ALL our officers are trained in mental health awareness, and about 25% of our officers are certified in Crisis Intervention Training.

## DUTY TO INTERCEDE

We require our officers to intercede if they see another officer using force that’s unreasonable under the circumstances and to report the incident to a supervisor.



## REPORTING USE OF FORCE

Incidents involving the use of force are tracked by the department and require immediate notification to a supervisor, a written report by the officer involved, and a policy review by the Response to Resistance Committee, which includes the Chief of Police.



# HIRING

During the hiring process, officers undergo an extensive psychological exam designed to eliminate candidates that could pose a risk to the integrity of the profession, including a test to determine if the officer possesses bias against any protected class. In addition, a comprehensive background check is conducted to determine if the candidate has any history of violence, abuse, or discrimination.



# OFFICER TRAINING

NPD has a model training program that puts our officers through 80-100 hours of classroom, hands-on, and scenario-based training each year. Our officers regularly train on de-escalation tactics, crisis intervention, applicable case law, accountability and implicit and explicit bias, among many other topics.

# CONTINUOUS IMPROVEMENT

Our department embraces a model of continuous improvement. This has led to many positive and proactive changes to our policies, training and accountability over the years based on best practices from throughout the country. The Commission on Accreditation for Law Enforcement Agencies (CALEA) reviews our policies regularly to ensure they are up to date, within law and, most importantly, to make sure we're in compliance with those policies. We have been an accredited agency since 1992.



# ACCOUNTABILITY

Our Office of Professional Standards investigates and tracks complaints against officers and applies progressive discipline that may result in suspension or termination. Last year, citizen complaints made up only about 30% of the total complaints investigated by this office. The rest were generated internally, proving that we hold our employees accountable for following policy.

# BUILDING RELATIONSHIPS

We have made efforts in recent years to strengthen relationships with local businesses, community groups and religious organizations. We do this through community policing, training and ongoing community outreach. We have also adopted and complied with the recommendations found in the final report of former President Obama's Task Force on 21st Century Policing as well as 10 shared principles developed in conjunction with the NAACP.



# WHERE WE GO FROM HERE

The Naperville Police Department is a progressive agency that relies heavily on training and accountability to ensure we are providing the best possible service to the community. We will continue to be an active partner in the Naperville community and take part in conversations aimed at making policing better.

