

# SAJE Policing Standards

Defining and measuring sound, accountable, just, effective policing.

## I. SOUND POLICING

### RECRUITMENT AND RETENTION

1. Agency's officers reflect the diversity of the communities they serve.
2. Agency recruitment and hiring processes aim to reach officers with the best qualifications for the job and who reflect the diversity of the communities they serve.
3. Hiring, promotion, and assignment are fair, competitive, and based on standards that reflect the requirements of the job.

### TRAINING AND OFFICER PREPAREDNESS

4. Training and education are practical and informed by research and evidence.
5. Officers receive robust, structured training when they are promoted to supervisor roles or assigned to specialized units.
6. Officers receive ongoing in-service training throughout their careers that aims to maintain skills and address new challenges.
7. Agency invests in training that is effective, measures whether the training works, and changes or stops training that is not working.

### PERSONNEL SAFETY AND WELLBEING

8. Agency ensures officer injuries and fatalities are low.
9. Agency implements policies and tactics to minimize risk and maximize officer and public safety.
10. Agency gives officers the equipment, tools, and support they need to be safe on the job.
11. Agency prioritizes officers' physical and mental health and offers support services and counseling.

### INTERNAL OPERATIONS AND CULTURE

12. Supervisors hold officers accountable for adhering to laws and policies. Leadership holds supervisors accountable for the performance of the officers under their command.
13. Agency culture values and rewards community service, problem-solving, and ethical decision-making.
14. Agency promotes a culture of continuous improvement and learning.
15. Officers are satisfied with their job and agency leadership.
16. Union contracts are reasonable and do not protect officers from accountability for misconduct.

### RESOURCE AVAILABILITY

17. Agency technology is modern, cost-effective, and appropriate for the agency's needs.
18. Agency uses its budget effectively and efficiently.

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## II. ACCOUNTABLE POLICING

### TRANSPARENCY AND DATA

19. Agency policies and priorities are accessible and transparent.
20. Agency is open about incidents of officer misconduct.
21. Agency is open about the surveillance technologies it uses.
22. Agency makes data about enforcement (including stops, searches, uses of force, and arrests) available to the public.
23. Agency investigative data collection and retention is reliable and respectful of personal liberty and privacy.
24. If an agency uses body cameras and/or dash cameras, the agency makes relevant footage available on its website within a reasonable timeframe following a critical incident.

### DEMOCRATIC GOVERNANCE AND OVERSIGHT

25. Agency includes communities – especially communities that are most policed – in decision-making.
26. Agency is formally subject to front-end accountability.

### ACCOUNTABILITY AND DISCIPLINE

27. Individuals can make complaints about officer misconduct easily and without interference, discouragement, or intimidation.
28. Agency's process for investigating and adjudicating officer misconduct is fair, thorough, transparent, and timely.
29. Agency proactively discloses officer impeachment evidence to the prosecutor's office.
30. Agency does not erase officer offenses over time, and keeps officer disciplinary records for a reasonable period after the officer separates from the agency.

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## III. JUST POLICING

### USE OF FORCE

31. Agency – through policy, training, and culture – requires that all uses of force be reasonable and necessary. Agency requires that force be used only when de-escalation is not possible.
32. Agency requires officers report all uses of force and displays of force.
33. Officers have a duty to intervene to prevent other officers from using excessive force.
34. Agency collects, analyzes, and uses comprehensive data about officer uses of force, including demographic data.

### STOPS, SEARCHES, AND SEIZURES

35. Police stops and searches are done lawfully and only when necessary.
36. When a stop or search is necessary, it is done in a way that is procedurally just and respectful of personal liberty and privacy.
37. Agency collects and analyzes data on all stops, searches, arrests, and citations.

### FIRST AMENDMENT

38. Agency respects rights of free expression and association.
39. Agency recognizes community groups' rights to organize and express discontent (such as marches, and public displays).
40. Officers respect the public's right to film police interactions..

### INVESTIGATIVE PROCEDURES

41. Agency uses surveillance technology only when necessary for criminal investigations or other valid police purposes.
42. Agency uses confidential sources appropriately and only when necessary for a criminal investigation.
43. Investigative techniques reflect best practices, are designed to obtain true information, and are respectful of an individual's constitutional rights.
44. Discovery procedures are in line with state and local law and best practices.

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## IV. EFFECTIVE POLICING

### COMMUNITY ENGAGEMENT AND POLICING

45. All communities trust the policing agency and think the agency serves communities fairly. The agency partners with communities to co-produce public safety.
46. Community policing is the agency's fundamental approach to public safety and is the responsibility of all patrol officers, not just the responsibility of a dedicated unit.
47. Officers receive training on the communities they serve and how to work with and support them.
48. Officers positively interact with community members for reasons other than enforcing the law.

### OTHER POLICING AND RESPONSE STRATEGIES

49. Agency strategies are based on scientific evidence, data, and information about community needs and challenges.
50. Agency aims to solve problems when it develops policing strategies.
51. Agency minimizes the impact of enforcing the law on individuals and the community and uses approaches other than law enforcement when appropriate.
52. Agency assigns resources based on calls for service and community needs.

### INDIVIDUALS IN CRISIS/SUSCEPTIBLE TO VICTIMIZATION AND ABUSE

53. Officers interact with people who are living with mental health disorders, substance use disorders, or other behavioral health challenges in a way that is safe and appropriate.
54. Agency connects individuals experiencing mental health crises or other behavioral health challenges to community resources and social service providers when appropriate.
55. Officers responsibly and effectively interact with and respond to at-risk and marginalized groups.