

Johns Hopkins Police Department:
Legislative and Policy Survey

January 10, 2023

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Johns Hopkins Police Department: Legislative and Policy Survey

January 10, 2023

Executive Summary

After conducting an in-depth review of state legislation governing law enforcement officers in all fifty states and thirty-one campus law enforcement agencies, as well as evaluating the policies of those thirty-one campus police departments, it is clear that the Johns Hopkins Police Department (“JHPD”) stands out as a new model for publicly accountable, transparent, and community-oriented police departments in the country. Maryland’s statutory and regulatory scheme is already among the most progressive in the nation. Against this backdrop, JHPD has taken initiative and utilized the best practices gleaned from peer institutions’ legislation and policies. That framework positions the JHPD as the most progressive campus police department, and among the most progressive police departments in the country.

I. Maryland’s law enforcement legislation, particularly with its recent reforms, is among the most progressive in the country.

Nationwide, there has been a shift towards police reform introducing legislation aimed at combating systemic racism in policing, increasing accountability of police officers and departments, and preventing the use of excessive force leading to officer-involved deaths. Maryland’s legislation, particularly with its recent reforms, brings it into the upper tier of states with a strong statutory framework for law enforcement officers and police departments. Maryland provides for law enforcement oversight through the establishment of the Maryland Police Training and Standards Commission, an independent commission that includes three members of the public without ties to law enforcement. Maryland also has particularly comprehensive transparency and reporting requirements for law enforcement, especially with regards to use of force and officer misconduct and discipline. Maryland’s community engagement requirements are likewise strong, mandating the adoption of a community policing program and the posting of a detailed description of the program on the internet. Maryland has adopted a policy against race-based traffic stops, which prohibits the use of an individual’s race or ethnicity as the sole justification to initiate a traffic stop, requires implicit bias training and testing for all law enforcement officers, and collects and reports data related to officer misconduct and racial profiling in traffic stops. Finally, Maryland stands out in its disciplinary standards with the recent establishment of county Police Accountability Boards. When compared to other state law enforcement legislation, Maryland’s statutory scheme, especially given recent reforms, is among the most progressive in the country.

II. The JHPD’s enabling legislation is among the most comprehensive and progressive statutory models of policing when compared to both peer institutions and other states’ police department legislation.

The enabling legislation for the JHPD, the Community Safety and Strengthening Act (“CSSA”), coupled with Maryland’s progressive policing reform, renders the JHPD among the most comprehensive statutory models of policing.

A. The JHPD's enabling legislation is more prescriptive than peer institutions' university police department legislation.

The JHPD enabling legislation is highly unique in comparison to peer institutions in almost every category. It is more prescriptive than most other university police department enabling legislation and provides for strong public accountability and oversight, community engagement, and reporting above and beyond what is seen in other campus police departments' legislation, exceeding what is required under state and federal law.

In an effort to ensure public accountability and oversight, the CSSA establishes the Johns Hopkins University Police Accountability Board ("JH Accountability Board"), a fifteen-member board whose members include citizens of the Baltimore community. The Board is required to post minutes from each meeting in a prominent manner on a public website. In addition, the JHPD is subject to the jurisdiction of the Civilian Review Board of Baltimore City ("CRB"). The Maryland Police Accountability Act of 2021, which became effective as of July 1, 2022, establishes a new disciplinary process using an administrative charging committee and trial board for police officers. Under the new legislation, law enforcement agencies must: (i) establish a process to investigate citizen complaints; (ii) establish a county-level administrative charging committee and trial board process; (iii) establish a process for suspensions and terminations; (iv) designate a victims' rights advocate; and (v) create a database to track complaints. Complaints are no longer heard by an administrative hearing board but rather by a county-level administrative charging committee and the law enforcement agency's trial board. Very few other campus police department enabling statutes provide for such extensive accountability and oversight.

While all college and universities are required to report certain campus crime data under the Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act (the "Clery Act") of 1990, most university police department enabling legislation does not require additional transparency or reporting of police data. Unlike most of its peer institutions, the JHPD is subject to several reporting requirements above and beyond those required under the Clery Act. The JHPD is required to comply with all state reporting requirements, including the reporting of use of force incidents, officer-involved deaths and race-based traffic stops. In addition to the minimum state requirements, the JHPD must annually report its recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data on the JHPD security workforce to the Mayor of Baltimore City, the Baltimore City Council, the Maryland General Assembly, and the JH Accountability Board. The JHPD is also required to publicly post the data collected for the purpose of its annual reports. Finally, the JHPD is required to provide individuals and governmental units access to certain law enforcement records in the same manner as an individual or governmental unit would be able to access a public record of a law enforcement agency under the Public Information Act. These disclosure requirements go well above the requirements of most other campus police enabling legislation nationally.

Most notably, perhaps, are the JHPD's community engagement initiatives. The JHPD is required to execute a Memorandum of Understanding ("MOU") with the Baltimore Police Department ("BPD"). Before doing so, the JHPD is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore

City Council must have at least 30 days to review the proposed MOU and submit written comments. The University must also provide “affected individuals, neighborhoods, community groups, and local officials” an opportunity to review and comment on the proposed MOU and hold at least two public forums—one near the Homewood and Peabody campuses and the other near the East Baltimore Campus—to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed upon, the University must publicly post a copy online. The JH Accountability Board also provides for community engagement by allowing community members to share their concerns regarding the police department directly with the department’s leadership. No other campus police enabling legislation requires or provides for such public engagement and feedback.

The JHPD enabling legislation also provides for unique officer hiring and training initiatives to increase diversity and prevent bias-based policing. For example, the CSSA requires that at least 25% of the JHPD workforce be residents of Baltimore City. This is a highly unique requirement; no other campus police department enabling legislation provides for residency initiatives like that of the JHPD. Additionally, while almost all campus police enabling statutes require campus police officers to satisfactorily complete training in order to receive the certification required for employment, JHPD officers are subject to additional training requirements to advance impartial and non-discriminatory policing and to ensure the appropriate use of force. Significantly, JHPD officers are not entitled to civil immunity, unlike most campus police officers. The JHPD enabling legislation regarding officer immunity is unique from other enabling legislation; most enabling statutes do not address civil liability limitations at all, and those that do generally offer robust protection for officers against civil suits. Finally, in the categories where the JHPD legislation is not unique, such as its limitations on the use of force, it is certainly on par with other institutions.

B. The JHPD’s enabling legislation is among the most progressive in the country.

The JHPD’s enabling legislation is among the most progressive in the country, even when compared with state police department legislation. The JHPD’s legislation is comparable to that of states engaging in police reform aimed at providing increased accountability and reducing the use of excessive force and bias in policing. States with progressive legislation include Arkansas, Colorado, Connecticut, Illinois, Louisiana, and Maryland. Like these states, the JHPD legislation provides for extensive training on topics including use of force and non-discriminatory policing, the production and publication of detailed reports on officer behavior, and public oversight of its police department. Likewise, the JHPD’s community engagement policies, as discussed above, are consistent with the recent trend of states codifying community engagement and social justice initiatives. Overall, the JHPD’s enabling legislation is consistent with the emerging best practices seen among state police department legislation nationwide.

III. The JHPD’s policies and practices promise to be among the upper echelon of progressive campus police departments.

In addition to adopting the requirements of the CSSA and complying with other Maryland state laws that govern state-authorized police departments, the JHPD has also voluntarily

committed to progressive policing policies advanced by prominent scholars of police reform, nationally and internationally, including the model policy proposed by the ACLU of Massachusetts in “Racially Just Policing: A Model Policy for Colleges and Universities.” For example, JHPD has committed to reporting and listing publicly all recruitment and workforce data including the total number of officers, application and hiring data as well as all department policies; meeting third-party accreditation requirements, including policies, practices, and training that ensure constitutional and community oriented policing; regularly and continuously training officers and department personnel on bias detection and inclusivity; and using non-policing alternatives and unarmed officers whenever possible. Additionally, the JH Accountability Board has voluntarily agreed to comply with the Maryland Open Meetings Act requirements. These additional policy-based commitments go above and beyond the statutory requirements of the JHPD and reflect the JHPD’s strong commitment to progressive police reform.

IV. Conclusion

The JHPD’s enabling legislation, coupled with Maryland’s recent progressive policing reform and the JHPD’s additional policy-based commitments, renders the JHPD among the most progressive models of university policing and among the most progressive police departments in the country.

Johns Hopkins’ commitments to transparency, diversity, and community engagement make it stand out among its peer institutions.

Campus Legislation Survey

I. Introduction

This memorandum is intended to provide a comparative survey between the Johns Hopkins Police Department (“JHPD”) enabling legislation, the Community Safety and Strengthening Act (“CSSA”) and similar legislation around the country.¹ In addition, this memorandum provides an analysis of the “best practices” gleaned from this research.

II. Executive Summary

Our analysis reveals that the JHPD enabling legislation is highly unique in comparison to peer institutions in almost every category; it is more prescriptive than most other university police departments’ enabling legislation and provides for strong public accountability and oversight, community engagement, and reporting above and beyond what is seen in other campus police departments’ legislation, exceeding what is required under state and federal law. The JHPD legislation also provides for unique hiring initiatives to increase diversity and local hiring. Significantly, JHPD officers are not entitled to civil immunity, unlike most campus police officers. Finally, in the categories where the JHPD legislation is not unique, it is certainly on par with other institutions, such as in its use of force, training, and jurisdictional limitations.

A. Public Accountability and Oversight

Johns Hopkins’ enabling legislation provides for public accountability and oversight in several ways: it requires the establishment of a fifteen-member JHU Police Accountability Board, whose members include citizens of the Baltimore community, and it requires the Board to post minutes from each meeting in a prominent manner on a public website. In addition, the JHPD is subject to the jurisdiction of the Civilian Review Board of Baltimore City (“CRB”).² Until recently, the JHPD enabling legislation provided for two civilians to serve and vote on the JHPD hearing boards, the maximum number allowable under Maryland law. However, the Maryland Police Accountability Act of 2021, c. 59 § 2, effective July 1, 2022, repeals the Law Enforcement Officers’ Bill of Rights (“LEOBR”), and establishes a new disciplinary process that replaces the JHPD hearing boards with an administrative charging committee and trial board for police officers. Under the new legislation, law enforcement agencies must: (i) establish a process to investigate citizen complaints; (ii) establish a county-level administrative charging committee and trial board process; (iii) establish a process for suspensions and terminations; (iv) designate a victims’ rights advocate; and (v) create a database to track complaints. Complaints will no longer be heard by the administrative hearing board, but rather by a county-level administrative charging committee and the law enforcement agency’s trial board.

¹This analysis of enabling legislation focuses on the thirty-one campus law enforcement agencies in Appendix G to the 2018 Interim Report. <https://publicsafety.jhu.edu/assets/uploads/sites/9/2020/05/Appx-G-Safety-Security-Models-at-Peer-Institutions.pdf>

² BCCC and Morgan State University are also under jurisdiction of the CRB of Baltimore City.

Very few other campus police enabling statutes provide for such extensive accountability and oversight. Duke's enabling statute authorizes the attorney general to inspect the department's records, conduct investigations of the department for potential violations of the statute, and suspend or revoke the certification of the campus police agency, thereby providing oversight to campus police. Similarly, at other Maryland universities, a Board of Regents or Board of Trustees provides oversight to the campus police through the adoption of regulations governing the operation and conduct of the campus police.

B. Transparency and Reporting

The Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act (the "Clery Act") of 1990 is a federal statute that requires all colleges and universities to report certain campus crime data. Other than the reporting requirements imposed by the Clery Act, most university police department enabling legislation does not require additional transparency or reporting of police data. In the limited circumstances where such reports are required, they are typically limited in scope to data related to the hiring, training and certification of campus police officers. For example, Cornell is required by statute to report all names of peace officers who complete the required officer training; Brown requires records of appointment to be open for public inspection; and the Attorney General may report records related to Duke's campus police program to criminal justice agencies for certification and employment purposes. Stanford's legislation requires the law enforcement agency to preemptively post on its website all standards, policies, practices, operating procedures, and education and training materials that would otherwise be available to the public pursuant to a request under the California Public Records Act.

Unlike most of its peer institutions, the JHPD is subject to several reporting requirements above and beyond those required under the Clery Act. The JHPD is required to comply with all state reporting requirements, including the reporting of use of force incidents, officer-involved deaths and race-based traffic stops. In addition to the minimum state requirements, the JHPD must annually report its recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data on the JHPD security workforce to the Mayor of Baltimore City, the Baltimore City Council, the Maryland General Assembly, and the JHU Police Accountability Board. The JHPD is also required to publicly post the data collected for the purpose of its annual reports. Finally, the JHPD is required to provide individuals and governmental units access to certain law enforcement records in the same manner as an individual or governmental unit would be able to access a public record of a law enforcement agency under the Public Information Act.³ These disclosure requirements go well above what is seen in other campus police enabling legislation nationally.

³ Md. Code Ann. Educ. § 24-1202(a). ("The police department shall allow a person or governmental unit to access information in the same manner as a person or governmental unit would be able to access a public record of a law enforcement agency under the Public Information Act if the information is: (1) Included in records that are: (i) Created solely for law enforcement purposes; or (ii) Related to an arrest for a criminal offense; and (2) Would be subject to disclosure under the Public Information Act if the information were in a record created by a law enforcement agency.").

C. Training

Almost all campus police enabling statutes require campus police officers to satisfactorily complete training in order to receive the certification required for employment. Many statutes require officers to be trained on specific topics in their initial training and also require additional in-service training or annual continuing education.⁴ The majority of statutes provide that training requirements are to be set by a training commission or board.⁵ For some universities, the statutory training requirements are very detailed, with the law itself specifying the number of hours required⁶ and/or the subjects covered in the training. However, other statutes do not specify the length or subjects of training, but rather leave those details to be determined by individual campus policies.⁷ The training topics most commonly included in the enabling statutes include: (1) Firearms (2) Crisis Intervention (3) Riot Control (4) Sexual Assault Awareness (5) Criminal Law (6) Constitutional Procedure Relating to Search, Seizure and Arrest, and (7) Use of Force.

The JHPD enabling legislation specifies that the University is required to adopt standards, qualifications and prerequisites for training University police officers that comply with the regulations of the Maryland Training and Standards Commission and that JHPD officers be certified by the Commission.⁸ Officers receive training on searches, including consensual searches.⁹ More generally, the JHPD's policies, practices, and training are required to advance impartial and non-discriminatory policing to promote disability and diversity awareness and prevent policing and implicit bias against racial, ethnic, sexual, religious, and other minorities; promote appropriate interactions with individuals who are minors, have disabilities, or are in crisis; and ensure the appropriate use of force, including alternatives to force, de-escalation techniques, and the use of nonlethal or less-lethal weapons.¹⁰ Unlike other universities, the JHPD enabling legislation does not specify the length of training required for officers.

⁴ Duke, American, and Catholic University require campus police officers to meet and maintain both minimum pre-employment and in-service training standards as set forth by State law.

⁵ For example, MIT's certification requirements are set by the Massachusetts Peace Officer Standards and Training Commission; Duke's training requirements are set by the North Carolina Criminal Justice Education and Training Standards Commission; Princeton's training course is authorized by the Police Training Commission.

⁶ American and George Washington University police officers are required to complete 40 hours of pre-patrol training, a 56-hour firearms course, and a 250-hour Campus Law Enforcement Academy or equivalent within two years of employment. Cornell's legislation limits the number of hours of training to not exceeding 180 hours.

⁷ Brown's legislation simply states that officers must have "satisfactorily completed the established course of training in the police training school as established in the state." Even more general is Washington University's legislation, which simply requires that campus police meet the state police certification requirements.

⁸ Md. Code Ann. Educ. § 24-1203(a)(1), (3)(xii).

⁹ Md. Code Ann. Educ. § 24-1203(a)(3)(xi).

¹⁰ Md. Code Ann. Educ. § 24-1203(a)(3)(ii)-(iv).

D. Civil Liability Limits

JHPD officers are not entitled to sovereign immunity or immunity under either the Local Government Tort Claims Act or the Maryland Tort Claims Act.¹¹ The JHPD enabling statute is unique from other enabling legislation in its lack of immunity for campus police officers. Most enabling statutes do not address civil liability limitations at all. As a result, generally university police officers are provided robust protection against civil suits, much like that offered to state police.¹² For example, The University of Chicago and Cornell University’s legislation prescribes insurance held by the department that indemnifies campus police against civil judgments or settlements for acts within their official duties.¹³ Brown University police officers enjoy exactly the same immunities as state police.¹⁴ Thus, the JHPD statute is not only unique, but also contrary to, most other campus police legislation.

E. Physical Jurisdiction

The JHPD jurisdictional limitations, derived from statute, are defined more narrowly than the typical jurisdictional limits for campus police departments.¹⁵ Pursuant to an MOU with BPD, the JHPD will have primary law enforcement responsibility for its campus area, defined as property that is:

1. Owned, leased, operated by or under the control of the University;
2. Located within specific boundaries (described in the Act and reflected in maps entered into the legislative record) on the Homewood, East Baltimore and Peabody campuses; and
3. Used for educational or institutional purposes.

Before executing the MOU with BPD, JHU is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore City Council must have at least 30 days to review the proposed MOU and submit written comments. The University must also provide “affected individuals, neighborhoods, community groups, and local officials” an opportunity to review and comment on the proposed MOU and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed to, the University must publicly post a copy online.

¹¹ Md. Code Ann. Educ. § 24-1211(a).

¹² State and local police officers are entitled to qualified immunity. The doctrine of qualified immunity provides substantial protection to law enforcement officers, with an exception only for an unreasonable or unjustifiable violation of an individual’s “clearly established” constitutional rights.

¹³ Private College Campus Police Act, 110 Ill. Comp. Stat. 1020/0.01 (2022); N.Y. Crim. Pro. Law S 2.20(3) (2019).

¹⁴ RI Gen. L. § 12-2.1-2.

¹⁵ Md. Code Ann. Educ. § 24-1201(c).

Unlike several other urban campus police departments whose jurisdiction expands to cover almost the entire city,¹⁶ JHPD's primary jurisdiction does not cover all of the University's Baltimore property and is limited to property in specifically delineated boundaries.¹⁷ Moreover, in order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain "a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities." The final executed MOU must specify those areas that are included in the JHPD's concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. When a final MOU is agreed to, the University must publicly post a copy online. Finally, the JHPD may only exercise jurisdiction off campus in limited circumstances, such as when engaged in hot pursuit.¹⁸

Most other campus police departments' jurisdiction includes the campus itself, as well as the grounds and buildings owned, controlled, or maintained by the university, and the areas immediately adjacent to campus property.¹⁹ The meaning of "immediately adjacent" to campus varies at different institutions, but often includes public roads or highways passing through the campus.²⁰ In some cases, the nature of the university's campus map itself creates broader jurisdiction for campus police officers. For example, in many large cities, such as Chicago, where the university may have multiple campuses or campus-owned buildings throughout the city, a campus police officer's jurisdiction may be extraordinarily broad in practice, even if it is narrowly defined to the "areas surrounding" campus property.²¹ Most of these urban campuses do not have additional, statutory jurisdictional limitations on their campus police department's jurisdiction, unlike the JHPD. Notably, however, both the University of Pennsylvania and Stanford do prescribe more limited physical jurisdiction for campus police officers in the urban setting. The University of Pennsylvania's campus police officers may only exercise their powers on campus or within 500 yards of campus.²² Stanford's Police Department may only exercise its police powers on Stanford's

¹⁶ See University of Chicago, Northwestern.

¹⁷ The Homewood campus boundary is "the area bounded by West University Parkway and East University Parkway on the north, East 28th Street and West 28th Street on the south, Remington Avenue and Stony Run stream on the west, and North Calvert Street on the east;" the East Baltimore campus boundary is "the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the east"; and the Peabody campus boundary is "the area bounded by West Madison Street and East Madison Street on the north, East Hamilton Street and West Hamilton Street on the south, Cathedral Street on the west, and Saint Paul Street on the east." Md. Code Ann. Educ. § 24-1201(c)(1)(ii).

¹⁸ Md. Code Ann. Educ. § 24-1202(c)(2)(iii).

¹⁹ For example, Brown's enabling statute provides for physical jurisdiction of university police in "the lands and buildings of the institution . . . and upon streets and highways immediately adjacent to those lands." RI Gen. L. § 12-2.1-2. Carnegie Mellon University's enabling statute states, "Officers may exercise police powers in and upon, and in the immediate and adjacent vicinity of, the property of the University." 22 Pa. C.S.A. § 501(c).

²⁰ See Brown, Cornell, Duke.

²¹ See University of Chicago, Northwestern.

²² Pa. Stat. 71 P.S. § 646.1(a)(6).

main campus, pursuant to an MOU with Santa Clara County.²³ On the opposite end of the spectrum, Princeton's enabling legislation fails to set any jurisdictional limits at all, instead providing for jurisdiction anywhere in the state of New Jersey, subject only to limitations imposed by the institution itself.²⁴ Finally, like Johns Hopkins, many universities' enabling statutes permit officers in hot pursuit of a person for an offense committed on campus property to exercise jurisdiction off campus.²⁵

F. Workforce/Hiring

The JHPD must adopt standards, qualifications, and prerequisites for hiring University Police Officers that comply with the regulations of the Maryland Police Training and Standards Commission. Officers must be certified by the Commission to be eligible for employment with the JHPD. Uniquely, the University's legislation encourages recruiting and hiring of diverse candidates using local hiring and residency initiatives. For example, at least 25% of the JHPD workforce must be residents of Baltimore City.

This latter requirement sets the JHPD enabling statute apart from others: in setting standards for hiring officers, most campus police enabling statutes simply describe the appointment or hiring process and basic requirements such as age, employment history, certification, and completion of training requirements; no other enabling legislation provides for residency initiatives like that of the JHPD.

G. Community Engagement

The Johns Hopkins University Police Accountability Board for JHPD allows community members to share their concerns regarding the police department directly with the department's leadership.²⁶ This is a highly unique policy, as no other campus police enabling legislation explicitly requires or provides for such public engagement and feedback. Furthermore, before executing the MOU with BPD, JHU is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore City Council must have at least 30 days to review the proposed MOU and submit written comments. The University must also provide "affected individuals, neighborhoods, community groups, and local officials" an opportunity to review and comment on the proposed MOU and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed to, the University must publicly post a copy online.

²³ See MOU with Santa Clara County.

²⁴ N.J. Stat. Ann § 18A:6-4.5.

²⁵ These universities include Duke, Tulane, American, Catholic University, Coppin State University, Morgan State University, Towson University, UMBC, University of Baltimore, UMD-Baltimore, and UMD-College Park.

²⁶ Md. Code Ann. Educ. § 24-1205.

In addition, in order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain “a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities.” The final executed MOU must specify those areas that are included in the JHPD’s concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. When a final MOU is agreed to, the University must publicly post a copy online. This requirement of “majority of support from the members of the relevant campus-adjacent communities for the police department to operate in their communities” for expanding jurisdiction is entirely unique compared to peer legislation.²⁷

H. Authority/Use of Force

Most standard enabling legislation governing campus police departments grants campus police officers the same power to make arrests for criminal offenses as state or local police officers, subject to the training on use of force and/or weapons as outlined in the statute.²⁸ Unlike peer enabling legislation, which does not place specific limits on the authority of the campus police, the JHPD’s enabling legislation specifically provides that the JHPD has primary responsibility for all investigations and arrests except theft, burglary, and motor vehicle taking.²⁹

Specific guidelines governing officers’ use of force are typically outlined in the campus’s policy rather than its enabling legislation. The JHPD’s enabling legislation is similar to most other campuses in this manner, as the JHPD officers have broad authority to exercise force when necessary but are required to receive training to ensure the appropriate use of force as well as alternatives to force and de-escalation tactics.

²⁷ *Id.*

²⁸ See e.g., University of Chicago, Harvard, MIT, and Morgan State University.

²⁹ Md. Code Ann. Educ. §§ 24-1202(b)(1)(i)-(iii).

Campus Policy Survey

I. Introduction

This memorandum is intended to provide a comparative survey of the policies implemented by thirty-one campus law enforcement agencies³⁰ and provide an analysis of the “best practices” gleaned from this research.

II. Executive Summary

As Johns Hopkins begins the process of establishing a university police department, the institution will need to execute a Memorandum of Understanding (“MOU”) with the Baltimore Police Department and develop police department policies. In some areas, the JHPD enabling statute already addresses some of these key best practices. But, in other areas, peer campus police departments maintain policies that can serve as guideposts for the Johns Hopkins Police Department. Most notably: Duke University maintains a robust use-of-force policy; Yale University has an extensive policy manual, available on its website, that covers the categories of interest in depth; and Georgetown University’s police force has made a concerted effort in its commitment to training on bias and cultural competency, implementing a website where students and the public can view which officers have completed their bias training, with a link to photos of those officers. Several campuses have also implemented programs to get students and community members more engaged by offering ride-along events and officer liaison programs to advance relations between the community and the police department.

JHPD can also learn from what is missing from these policies. For instance, campus policies are often limited on matters related to transparency and reporting requirements. Additionally, not all of the campuses have publicly provided the MOU they maintain with the local police departments. While some departments maintain records of use of force incidents or race-based traffic stops, many of the departments reviewed do not provide for public dissemination of these reports. Finally, the JHPD’s enabling legislation (the Community Safety and Strengthening Act, or “CSSA”) already implements robust reporting requirements on recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data, in addition to creating the JHU Police Accountability Board to provide for public accountability and oversight.

III. Public Accountability and Oversight

Unlike the scarcity of public accountability provisions in the campus police enabling statutes, many campus policies provide for public oversight through advisory committees. Brown, Cornell, George Washington University, Northwestern, University of Maryland, Baltimore, University of Pennsylvania, and Yale all have some form of public safety advisory committee whose purpose is to review the police departments’ policies, provide recommendations for

³⁰This analysis of campus police department policies focuses on the thirty-one campus law enforcement agencies in Appendix G to the 2018 Interim Report, <https://publicsafety.jhu.edu/assets/uploads/sites/9/2020/05/Appx-G-Safety-Security-Models-at-Peer-Institutions.pdf>.

improvement, and prepare a report of findings. These committees vary in their makeup of members, but most are comprised of faculty, staff, and students, with some including community members.³¹ Notably, the CSSA establishes the Johns Hopkins University Police Accountability Board, which is intended to function like the advisory committees at other institutions and stipulates diverse stakeholder representation amongst its members: five seats on the Board are set aside for community members from the neighborhoods around Johns Hopkins' Homewood, East Baltimore and Peabody campuses, including one member appointed by the Mayor and another appointed by the City Council president, and one Board member must be a member of Johns Hopkins' Black Faculty and Staff Association.³²

IV. Accreditation

Of the campus police departments analyzed, many are either accredited by the Commission on Accreditation for Law Enforcement Agencies, Inc. ("CALEA"), the International Association of Campus Law Enforcement Administrators ("IACLEA"), or both. CALEA's accreditation standards include: "comprehensive and uniform written directives that clearly define authority, performance, and responsibilities; reports and analyses to make fact-based and informed management decisions; preparedness to address natural or man-made critical incidents; community relationship-building and maintenance; independent review by subject matter experts; [and] continuous pursuit of excellence through annual reviews and other assessment measures."³³ Brown, University of Chicago, Duke, University of Pennsylvania, Princeton, Tulane, Washington University St. Louis, George Washington University, Georgetown University, Towson University, UMBC, University of Maryland, Baltimore, and University of Maryland, College Park are all CALEA-accredited.

IACLEA touts itself as the "leading authority for campus public safety," and maintains standards on organization and administration; role and authority; personnel services; conduct and professional standards; recruitment and selection; training and professional development; use of force; arrestee processing and transportation; patrol services; traffic and parking services; communications and dispatch services; crime prevention, community outreach, and public information; investigative services; collection and preservation of evidence; property and evidence control; records and information management; and critical incident and emergency management.³⁴ Cornell, Towson University, and University of Maryland, Baltimore are IACLEA-accredited. Towson University and University of Maryland, Baltimore are the only two campuses with dual

³¹ For example, George Washington University comprises representation from faculty, staff, and students, and Northwestern comprises representation from community members.

³² With the exception of the two members appointed by the Mayor and City Council President, all JHU Police Accountability Board members must be confirmed by the Senate of Maryland.

³³ CALEA, What is Accreditation, <https://www.calea.org/what-accreditation>.

³⁴ IACLEA, IACLEA Accreditation Standards Manual, 2d ed., https://www.iaclea.org/assets/uploads/pdfs/IACLEA%20Standards_Second%20Edition_01012022.pdf.

accreditation (CALEA and IACLEA). The JHPD enabling legislation requires the JHPD to seek accreditation by CALEA, IACLEA, or a similar organization.³⁵

In addition, only one campus police department, Carnegie Mellon University, is exclusively state-accredited.³⁶ Carnegie Mellon is accredited through 2022 with the Pennsylvania Law Enforcement Accreditation Commission, but it is not accredited with CALEA or IACLEA.³⁷ The Pennsylvania Law Enforcement Accreditation Commission maintains 139 standards for accreditation, including, but not limited to, standards for limits of authority; use of force; fiscal management; compensation, benefits and conditions of work; disciplinary procedures; training and career development; traffic; prisoner transportation; legal process; university/college procedures; investigative procedures; property and evidence control; and compliance with Pennsylvania's legal mandates.³⁸

V. Transparency and Reporting

Many campus police department policies establish reporting requirements for pedestrian and traffic stops (Carnegie Mellon, Northwestern, GWU, Georgetown, and University of Maryland, College Park) and use of force (Carnegie Mellon, Duke, MIT, Morgan State, Yale, and University of Maryland, College Park). Carnegie Mellon, Duke, MIT, Morgan State, and University of Maryland, College Park require officers to report to their supervisors, who in turn may be required to compile an annual report to the Chief of the respective police department or a professional standards unit within the department for review.³⁹ Yale's Chief of Police releases a

³⁵ Md. Code Ann. Educ. § 24-1203.

³⁶ George Mason University Police Department represents on its website that it is state-accredited with the Virginia Law Enforcement Professional Standards Commission, but a review of the VLEPSC's accredited agencies contains no record of such accreditation. *See* VLEPSC, Accredited Agencies, <https://www.dcjs.virginia.gov/law-enforcement/programs/vlepsc/accredited-agencies>.

³⁷ Other campus police forces in Pennsylvania that are PLEAC-accredited are Lehigh University Police Department, Duquesne University Department of Public Safety, Franklin & Marshall College Public Safety, Point Park University Police, The University of Scranton Police Department, Clarion University Police Department, Villanova University Department of Public Safety, and Bloomsburg University Police Department. *See* PLEAC, Accredited Agencies, <https://www.pachiefs.org/accredited-agencies#AccreditedAgencies>.

³⁸ *See* PLEAC, Standards Manual, <https://pcpa.memberclicks.net/assets/docs/AccreditationDocuments/Standards%20Manual%20APRIL%202022%20FINAL.doc>.

³⁹ Carnegie Mellon University Police, Department Policies, <https://www.cmu.edu/police/reporting-policy-training/policies.html>; Duke Police Use of Force Policy, <https://police.duke.edu/faq/duke-police-use-force-policy>; MIT Police, Department FAQ, <https://police.mit.edu/departments-faq>; Morgan State University Police Force General Orders Manual, 1.500 Use of Force, https://www.morgan.edu/Documents/ADMINISTRATION/OFFICES/police/MSUPolice_GeneralOrdersManual.pdf; Yale Police, Use of Force, <https://your.yale.edu/community/public-safety/police/use-force>; University of Maryland Police Department, UMPD Manual, 2.0800 Use of Force & Weapons, <https://www.umpd.umd.edu/about/manual.cfm>.

use of force report annually.⁴⁰ Georgetown’s police department works with the University’s Office of Assessment and Decision Support to develop a regular report.⁴¹ Northwestern collects this data to publish it online, but it has not been updated since 2020.⁴² George Washington University’s police department similarly posts a demographic report each year.⁴³

Even with these reporting requirements in place, not all of these departments make these reports public. Only University of Chicago, Northwestern, Yale, GWU, and Georgetown have some type of public reporting requirement in place.

Surprisingly, MIT Police expressly prohibits publication of its regulations and use of force policies because it is “not a common practice among our peer institutions to do so.”⁴⁴ Indeed, many campus police departments’ policies were not easy to find in one place. Nor were all of the Memorandum of Understandings (“MOUs”) with local police departments available publicly. Of the police departments that had an MOU,⁴⁵ only those for the University of Pennsylvania, Stanford, University of Maryland, College Park, and Northwestern were publicly available. Northwestern’s MOU with the Evanston Police Department was not publicly available on the department’s website but was available through a news article.

JHPD’s enabling statute already implements significant reporting and transparency requirements by requiring public reporting of use of force incidents, officer-involved deaths and race-based traffic stops pursuant to the Maryland state requirements,⁴⁶ and annual reporting of recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data on the JHPD security workforce to the Mayor of Baltimore City, the Baltimore City Council, the Maryland General Assembly, and the JHU Police Accountability Board.⁴⁷ This information must also be posted publicly for the purpose of its annual reports. If the JHU Police Accountability Board has any recommendations, the department must acknowledge and respond to those recommendations within 120 days after receipt.⁴⁸

⁴⁰ Yale University Police Department, Use of Force Annual Report (2021), <https://your.yale.edu/sites/default/files/files/PublicSafety/use-of-force-annual-report-2021.pdf>.

⁴¹ Georgetown University Police Department, Field Stop Demographics, <https://police.georgetown.edu/programs-datacollection/>.

⁴² Northwestern University Police, Field and Traffic Stops, <https://www.northwestern.edu/up/facts-and-figures/field-and-traffic-stops.html>.

⁴³ George Washington Police Department Demographics Report (2021), <https://safety.gwu.edu/gwpd-demographics-report>.

⁴⁴ MIT Police, Department FAQ, <https://police.mit.edu/departement-faq>.

⁴⁵ Note that Harvard, MIT, and American University do not have formal MOUs with local police departments.

⁴⁶ See Md. Code Ann. Pub. Safety §§ 3-514, 515, 518, 528; Md. Code Ann. Transp. § 25-113.

⁴⁷ See Md. Code Ann. Educ. § 24-1208.

⁴⁸ Md. Code Ann. Educ. § 24-1203(E).

In addition, the CSSA requires that any jurisdictional expansion by the MOU into campus-adjacent areas be fully transparent and receive community consent.⁴⁹ Finally, the JHU Police Accountability Board has voluntarily opted to comply with the Maryland Open Meetings Act (“OMA”).⁵⁰ In March 2022, sitting Board members underwent formal training for the Open Meetings Act with two OMA professionals and Board members are currently considering the inclusion in the Bylaws of policies related to OMA as well as the creation of a leadership position for an OMA Compliance Officer.⁵¹

Given these strong reporting and transparency requirements established by JHPD’s statute, there is little to be addressed additionally by way of policy. However, some of the policies implemented by other campus police departments can help inform JHPD’s policies. For example, Carnegie Mellon’s Police Department requires that supervisors review all incident reports for compliance with CMUPD policies and to observe and evaluate the field practices of patrol personnel to ensure bias-based profiling tactics are not used.⁵² Duke Campus Police maintains frequent contact with the University’s newspaper to report significant events that occur.⁵³ Finally, the Yale Police Department allows the Chief of Police to appoint two or more officers to act as Public Information Officers who serve as the central point of contact for release of information and respond to media and public requests for information.⁵⁴

VI. Training

All campus police departments reviewed require officer training. Some also require additional training in specific areas, including: (1) implicit bias/racial profiling; (2) diversity/cultural sensitivity; (3) community policing; (4) de-escalation/communication skills; (5) policy/procedural justice; (6) use of force; (7) behavioral issues; (8) body worn camera policy; (9) protection of sexual violence victims; (10) crisis intervention training; (11) active shooter training; and (12) fair/impartial policing. Of note, University of Maryland, College Park offers remedial training for officers when necessary to improve performance in particular areas in which they may be deficient.⁵⁵ Deficiencies are noted during officer inspections/performance evaluations or may

⁴⁹ Md. Code Ann. Educ. § 24-1202. The requirements to obtain such agreement include (1) posting the MOU online for 30 days, (2) allowing the city council to review and comment for a period of 30 days, and (3) hosting two town halls.

⁵⁰ Md. Code General Provisions § 3-101-501.

⁵¹ Johns Hopkins University Police Accountability Board, Open Meetings Act Training, Meeting Minutes Draft (Mar. 10, 2022) <https://publicsafety.jhu.edu/assets/uploads/sites/9/2022/04/2022-03-10-DRAFT-JHUPAB-Open-Meetings-Act-Training-Minutes-FINAL.pdf>.

⁵² Carnegie Mellon University Police, Department Policies, <https://www.cmu.edu/police/reporting-policy-training/policies.html>.

⁵³ Duke Campus Police, News, <https://police.duke.edu/news>.

⁵⁴ Yale University Police Department, General Orders, 206 Public Information, <https://your.yale.edu/sites/default/files/206-public-information.pdf>.

⁵⁵ University of Maryland Police Department, UMPD Manual, 1.0510.40 Remedial Training, <https://www.umpd.umd.edu/about/manual/1.0500%20Training.pdf>.

be based on sustained complaints against an officer, poor performance in a training program, or by recommendation of the Training Committee.

The JHPD enabling legislation requires training on searches, impartial and non-discriminatory policing, interaction with individuals who are minors, have disabilities or are in crisis, the appropriate use of force, and de-escalation techniques.⁵⁶ The legislation does not provide guidance on the hours of training required. It also does not address remedial training for officers who may need additional training.

VII. Physical Jurisdiction

The physical jurisdiction of most departments derives either from the enabling statute or from the Memorandum of Understanding executed with the respective local police department and it is typically based on university-owned, - controlled, or - leased properties. Only Washington University St. Louis, Harvard University, George Mason, Georgetown, and University of D.C. address physical jurisdiction in policy. Washington University St. Louis maintains three “patrol zones,” which cover campus and the immediate surrounding areas.⁵⁷ Harvard has developed campus geography maps to aid the campus community in distinguishing the patrol jurisdiction of its officers.⁵⁸ University of D.C.’s policy provides that D.C. Metro police have primary jurisdiction on all areas off campus but UDC officers can respond to staff/student incidents adjacent to campus.⁵⁹

The JHPD jurisdictional limitations, derived from statute, are defined more narrowly than the typical jurisdictional limits for campus police departments.⁶⁰ Pursuant to an MOU with BPD, the JHPD will have primary law enforcement responsibility for its campus area, defined as property that is:

1. Owned, leased, operated by or under the control of the University;
2. Located within specific boundaries (described in the Act and reflected in maps entered into the legislative record) on the Homewood, East Baltimore and Peabody campuses; and
3. Used for educational or institutional purposes.

⁵⁶ Md. Code Ann. Educ. § 24-1203(a).

⁵⁷ Wash. U Police Off-Campus Patrol Zones, <https://police.wustl.edu/wp-content/uploads/2019/09/Off-Campus-Patrol-Zones.pdf>.

⁵⁸ Harvard University Police Department, Clery Geography Maps, <https://www.hupd.harvard.edu/clery-geography-maps>.

⁵⁹ University of D.C. Office of Public Safety and Emergency Management, General Order 101.1, <https://docs.udc.edu/police/GO-101-1-Law-Enforcement-Authority-and-Jurisdiction.pdf>.

⁶⁰ Md. Code Ann. Educ. § 24-1201(c).

Note JHPD's primary jurisdiction does not cover all of the University's Baltimore property and is limited to property in specifically delineated boundaries.⁶¹

Before executing the MOU with BPD, JHU is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore City Council must have 30 days to review the proposed MOU and submit written comments. The University must also provide "affected individuals, neighborhoods, community groups, and local officials" an opportunity to review and comment on the proposed MOU and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed to, the University must publicly post a copy online.

In order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain "a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities." The final executed MOU must specify those areas that are included in the JHPD's concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. When a final MOU is agreed to, the University must publicly post a copy online.

VIII. Workforce/Hiring

All campus police departments require their officers to meet certain standards, qualifications, and prerequisites for employment, whether through their enabling legislation or department policy. These include background investigations, minimum age requirements, and mental and physical health examinations. Of note, Carnegie Mellon's "officer in charge initiative" provides opportunities for experienced officers to lead programs or patrol shifts to gain supervisory and leadership experience.⁶² At Georgetown, a group of officers specially trained in responding to sexual assault incidents comprise the Sexual Assault Response Team (SART).⁶³

⁶¹ The Homewood campus boundary is "the area bounded by West University Parkway and East University Parkway on the north, East 28th Street and West 28th Street on the south, Remington Avenue and Stony Run stream on the west, and North Calvert Street on the east"; the East Baltimore campus boundary is "the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the east"; and the Peabody campus boundary is "the area bounded by West Madison Street and East Madison Street on the north, East Hamilton Street and West Hamilton Street on the south, Cathedral Street on the west, and Saint Paul Street on the east." Md. Code Ann. Educ. § 24-1201(c)(1)(ii).

⁶² Carnegie Mellon University Police Department, 2020 Clery Report at 6, <https://www.cmu.edu/police/annualreports/carnegie-mellon-university-police-department-2020-annual-report.pdf>.

⁶³ Georgetown University Police Department, GUPD Sexual Assault Response Team, <https://police.georgetown.edu/sart/>.

The CSSA provides similar prerequisites for employment but is unique in that it encourages recruiting and hiring of diverse candidates using local hiring and residency initiatives.⁶⁴ For example, the CSSA requires that at least 25% of the JHPD workforce must be residents of Baltimore City.

IX. Community Engagement

There are a handful of community programs that campus police departments have implemented that may guide JHPD in enhancing its community engagement. Of particular note is Duke's annual 8-week course, the Citizens' Police Academy, designed for employees and students to help create community understanding of the Duke Police Department.

Several departments allow the community to provide feedback on their websites. At University of Maryland, College Park, the Crime Prevention Unit Commander conducts a survey every three years to gauge citizen attitudes and opinions on overall agency performance, competence of employees, officers' attitudes and behavior toward community, community concerns over safety and security, and the community's recommendations for improvement. This is a practice that could be even more helpful if completed every year.

The Johns Hopkins University Police Accountability Board similarly allows community members to share their concerns regarding the police department directly with the department's leadership. In addition, at the intersection of physical jurisdiction and community engagement, in order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain "a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities." The final executed MOU must specify those areas that are included in the JHPD's concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. When a final MOU is agreed to, the University must publicly post a copy online.

X. Officer Discipline

Beyond standard discipline procedure, some campus police departments have unique procedures for handling incidents where officers have exhibited bias-based profiling or use of force. For example, Carnegie Mellon requires supervisors to take corrective measures when bias-based profiling is found, including requiring additional training or disciplinary action and reporting such profiling to the Chief of Police. The University of Maryland, Baltimore has a "Use of Force Review Board" which reviews any application of force by a UMBPD officer.

JHPD's enabling legislation provides that, "if authorized by local law, a hearing board [be] formed" which "shall include two voting members of the public who have received training administered by the Maryland Police Training and Standards Commission on the Law Enforcement Officers' Bill of Rights and matters relating to police procedures."⁶⁵ However, this

⁶⁴ Md. Code Ann. Educ. § 24-1203.

⁶⁵ Md. Code Ann. Pub. Safety § 3-107(c)(3)(iii).

provision has been mooted by Maryland’s statewide police reform legislation. Specifically, the Maryland Police Accountability Act of 2021, c. 59, § 2, eff. July 1, 2022, repeals the Law Enforcement Officers’ Bill of Rights (“LEOBR”) and establishes a new discipline process (Administrative Charging Committee and Trial Board) for police officers. Under the new legislation, law enforcement agencies must establish a process to investigate citizen complaints; a county-level administrative charging committee and trial board process; a process for suspensions and terminations; designate a victims’ rights advocate; and a database to track complaints. Complaints will no longer be heard by the administrative hearing board, but rather by a county-level Administrative Charging Committee and the law enforcement agency’s Trial Board.

XI. Authority/Use of Force

About half of the campus police departments have detailed policies on officers’ use of force.⁶⁶ The policies at Duke and Carnegie Mellon are arguably the most robust, with procedures in place for reporting and investigating officers’ use of force and providing detailed instruction on the level of force appropriate in any given situation.⁶⁷ Duke, MIT, and UMBC’s policies impose a duty to intervene on any officer who witnesses excessive force used by another officer.⁶⁸ In addition, Duke, Towson University, UMBC, UMB, and UMD College Park have implemented automatic administrative leave for officers whose use of force results in serious injury or death.⁶⁹

⁶⁶ The following campus police departments either do not have a policy on use of force or have provided very limited information on any such policy: Brown, Northwestern, UPenn, Princeton, Washington University St. Louis, American, BCCC, Catholic, CCBC, Coppin State, George Mason, George Washington, Georgetown, Howard, University of D.C.

⁶⁷ Duke Campus Police, Duke Police Use of Force Policy, <https://police.duke.edu/fag/duke-police-use-force-policy>; Carnegie Mellon University Police, Department Policies, <https://www.cmu.edu/police/reporting-policy-training/policies.html>.

⁶⁸ Duke University Police Department, Response to Aggression, Resistance, and Use of Force, General Order 401, <https://public.powerdms.com/DUKEPD/documents/9178>; MIT Police, Department FAQ, <https://police.mit.edu/departments-faq>; UMBC Operational Manual, 2.2.0.4, <https://police.umbc.edu/files/2021/08/Operational-Policies.pdf>.

⁶⁹ Duke’s policy provides: “When a use of force incident results in death or serious injury, the involved officer(s) will be placed on administrative leave with pay until cleared for return to duty. The Supervisor will ensure they receive the appropriate guidance to follow departmental procedures including the Critical Incident Stress procedures.” <https://public.powerdms.com/DUKEPD/documents/9178>

Towson’s policy provides: “Any employee whose actions or use of force in an official capacity causes death or serious physical injuries to others, will be removed from line-duty assignments pending administrative reviews to determine if they are to be placed on suspension, on paid administrative leave, in administrative assignments, or returned to full-duty status.” <https://public.powerdms.com/TOWSON/documents/368780>

UMBC’s policy provides: If officer uses deadly force or causes serious physical harm, that officer “will be placed on administrative leave with pay pending investigations to determine 1. If violations of law were committed; 2. Compliance or non-compliance with agency directives; 3. Compliance with regulations regarding both equipment type and its proper use.” <https://police.umbc.edu/files/2021/08/Administrative-Policies.pdf>

The enabling legislation for the police departments at University of Chicago, Harvard, MIT, Tulane, and Morgan State grant campus police officers the same power to make arrests for criminal offenses as state or local police officers.⁷⁰ The circumstances in which the use of force is permitted are typically outlined in the campus's policy rather than its enabling legislation.⁷¹ JHPD's enabling legislation grants officers broad authority but requires officers receive training to ensure the appropriate use of force as well as alternatives to force and de-escalation tactics.⁷² Developing a strong and detailed use-of-force policy will be vital to JHPD's success.

UMB's policy provides: "Whenever a member's actions or use of force in an official capacity, or while using department equipment, results in death or very serious injury to another, that member will be placed in a temporary administrative assignment by the Chief of Police. The Chief of Police may exercise discretion and choose not to place a member in an administrative assignment." https://www.umaryland.edu/media/umb/public-safety/policies/policies-2021/Use_of_Force_Review_Boards.pdf

UMD College Park's policy provides: Officers who use deadly force or cause serious physical injuries must be removed from "line-duty assignments pending administrative reviews to determine if the officers are to be placed on suspension, paid administrative leave, in non-contact assignments, or returned to full-duty status." <https://www.umpd.umd.edu/about/manual/2.0800%20Use%20of%20Force%20&%20Weapons.pdf>

⁷⁰ University of Chicago (Private College Campus Police Act, 110 Ill. Comp. Stat. 1020/0.01 (2022)); Harvard (Mass. Gen. Laws Ann. Ch. 22C, § 63 (West 2022); Mass. Gen. Laws Ann. Ch. 6, § 168C); MIT (Mass. Gen. Laws Ch. 22C, § 63 (West 2022); Mass. Gen. Laws Ann. Ch. 6, § 168C); Tulane (La. Stat. Ann. § 17:1805 (2022)); Morgan State University (Md. Code Ann. Educ. § 14-106 (West 2022)).

⁷¹ Only the Cornell University Police Department has a detailed use-of-force policy established by statute. *See* N.Y. Crim. Pro. Law § 2.2-3 (2019); N.Y. Educ. Law § 5708-09.

⁷² *See* Md. Code Ann. Educ. § 24-120(a)(3)(iv).

50 State Survey

I. Executive Summary

This survey of state legislation governing law enforcement officers reveals important trends developing nationwide in police reform. Notably, there has been a shift towards progressive legislation – legislation aimed at combating systemic racism in policing, increasing accountability of police officers, and preventing the use of excessive force leading to officer-involved deaths. Examples of progressive legislation include: laws that require police training on topics such as implicit bias, mental health, and alternatives to the use of force; legislative efforts to encourage police engagement with the community; laws that require oversight of police departments through independent boards or commissions; laws creating a robust and transparent disciplinary system for officers; detailed legislation on officers’ use of force; and legislation requiring data collection and analysis to evaluate patterns of bias in policing.

States with progressive legislation include Arkansas, Colorado, Connecticut, Illinois, Louisiana, and Maryland. Generally, these states maintain detailed reporting statutes, implement laws requiring police training on a variety of topics, require comprehensive oversight of police departments, and maintain robust use of force legislation. Illinois’s Uniform Crime Reporting Act is a prime example of a detailed state reporting statute. Connecticut maintains detailed training requirements that cover a broad range of topics from domestic violence to juvenile justice to suicide intervention. California also stands out with detailed training requirements. Every state has some statute regulating law enforcement officers’ use of force, with Connecticut, Illinois, Maryland, and Texas requiring officers to intervene when they witness another officer using excessive force.

Recent developments in police reform include state efforts to codify community engagement requirements and social justice policies. Colorado, Florida, Illinois, Iowa, Kansas, Maryland, Minnesota, Nebraska, Oregon, Wisconsin, and Washington, D.C. have implemented some form of community engagement statutes. Colorado and Wisconsin’s statutes aim to address juvenile justice issues and ways to empower students and divert them from criminal behavior. Arizona, Arkansas, California, Colorado, Connecticut, Florida, Idaho, Iowa, Kansas, Maine, Maryland, Massachusetts, Montana, Nevada, New Jersey, New Mexico, Oklahoma, Oregon, Texas, Vermont, Virginia, and Washington have legislation related to social justice policies, training, or initiatives. Connecticut provides one such example of a social justice policy, whereby the legislation expressly prohibits the “stopping, detention, or search of a person when such action is solely motivated by” reliance solely on race, ethnicity, gender, national origin, language, religion, sexual orientation, gender identity, gender expression, age, or disability. Legislation in Maine serves as another such example, providing that such factors may not be the sole basis for determining the existence of probable cause. Most of the above-mentioned states explicitly prohibit “racial profiling” or “bias-based profiling.”

Maryland’s legislation, particularly with its recent reforms, brings it into the upper tier of states with strong statutory guidance for law enforcement officers. Like most states, Maryland provides for law enforcement oversight through the establishment of the Maryland Police Training and Standards Commission, an independent commission that includes two members of the public

without ties to law enforcement. Maryland also has particularly comprehensive transparency and reporting requirements for law enforcement, especially with regards to use of force and officer misconduct and discipline. Maryland's community engagement requirements are likewise strong, mandating county police departments and police departments of municipal corporations to adopt a community policing program and to post a detailed description of the program on the internet.

Maryland's use of force statute is representative of the majority of states' excessive force statutes, prohibiting the use of force against a person unless "under the totality of the circumstances" the force is "necessary and proportional to" prevent injury or accomplish a law enforcement objective. Maryland has also adopted a policy against race-based traffic stops, which prohibits the use of an individual's race or ethnicity as the sole justification to initiate a traffic stop, requires implicit bias training and testing for all law enforcement officers, and collects and reports data related to officer misconduct and racial profiling in traffic stops. Finally, Maryland stands out in its disciplinary standards with the recent establishment of county Police Accountability Boards.

Maryland's requirements around police officer training are not as detailed as some other states. Maryland explicitly requires training only on the following topics: rape/sexual offenses; sexual abuse/ exploitation of children; human trafficking; hate crimes; treatment of victims of crimes; identity fraud; implicit bias; and use of force, de-escalation tactics and techniques, and reasonable alternatives to the use of force. Indiana and Virginia, on the other hand, require training related to missing persons and individuals with Alzheimer's or dementia. Connecticut requires training in mental health issues, missing persons, autism spectrum disorder, and juvenile justice.

Compared to numerous state legislative frameworks, the enabling legislation for the JHPD, the Community Safety and Strengthening Act ("CSSA"), coupled with Maryland's progressive policing reform, renders the JHPD among the most progressive statutory models of policing. The CSSA provides additional layers to Maryland's already progressive police reform by: establishing the Johns Hopkins University Police Accountability Board; requiring an annual report to the Mayor, City Council, Maryland General Assembly, and the JHU Police Accountability Board on recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data; implementing training requirements to advance impartial and non-discriminatory policing and to ensure the appropriate use of force; providing that JHPD officers may not raise the defense of sovereign immunity; requiring community input around off-campus jurisdiction; and encouraging recruiting and hiring diverse candidates, including requiring that at least 25% of the JHPD workforce be residents of Baltimore City.

A. Public Accountability and Oversight

State legislation providing for public accountability and oversight varies widely by state. Several states have enacted legislation mandating that officers activate body-worn cameras when interacting with the public for purposes of investigation or arrest, in order to ensure law

enforcement officers are held accountable for their actions.⁷³ Another way states often provide for oversight and accountability of law enforcement agencies is through the use of independent law enforcement councils, commissions, or boards.⁷⁴ Most of these independent review or advisory boards fall under the jurisdiction of the state's executive branch, and many provide that the board's membership must include at least one member of the public not affiliated with law enforcement. These boards can perform numerous oversight functions, such as: (1) creating the recruitment and training standards that govern law enforcement officers, (2) conducting independent reviews of incidents of officer-involved deaths, (3) reporting to the executive branch data regarding recruitment and discipline of officers, and (4) advising on the implementation of state-mandated policies, such as the use of force or prohibition on racial profiling.

Like the majority of states, Maryland provides for law enforcement oversight through the establishment of the Maryland Police Training and Standards Commission, an independent commission that includes three members of the public without ties to law enforcement.⁷⁵ Uniquely, Maryland requires each county to establish its own police accountability board, which holds quarterly meetings with the heads of law enforcement agencies in order to collaborate in improving policing in the state.⁷⁶ The boards provide oversight on officer discipline, as they are responsible for receiving complaints of police officer misconduct filed by members of the public and reviewing outcomes of officer disciplinary matters.⁷⁷ Based on this, the boards must identify trends in the disciplinary process of police officers and provide recommendations to the county's governing body on changes to the process that could improve police accountability.⁷⁸ Maryland law enforcement agencies are required to notify the Independent Investigative Unit within the Office of the Attorney General of any alleged or potential police-involved death of a civilian.⁷⁹ Additionally, Md. Code Ann. Pub. Safety § 3-511, effective July 1, 2022, requires the Maryland Police Standards and Training Commission to develop and publish its policy regarding body-worn cameras in efforts to increase public accountability. S.B. 71, 441st Gen. Assemb., Reg. Sess. (Md. 2021), known as the Maryland Police Accountability Act of 2021, requires the use of body-worn

⁷³ See e.g., Colorado and Illinois. Colorado requires officers to activate their body-worn camera when responding to a call for service, entering into a premise for the purpose of enforcing the law or in response to a call for service, during a welfare check except for a motorist assist, or during any interaction with the public initiated by the peace officer, whether consensual or non-consensual, for the purpose of enforcing the law or investigating possible violations of the law. Colo. Rev. Stat. Ann. § 24-31-902. Illinois merely requests that officers wear body-worn cameras but does not prescribe under what circumstances activation of the camera is required. 50 Ill. Comp. Stat. Ann. § 706/10-5-10/20.

⁷⁴ At least 26 states provide for some type of law enforcement independent review board.

⁷⁵ Md. Code Ann. Pub. Safety §§ 3-202, 203.

⁷⁶ Md. Code Ann. Pub. Safety § 3-102.

⁷⁷ *Id.*

⁷⁸ *Id.*

⁷⁹ Md. Code Ann. Pub. Safety § 3-527.

cameras by all law enforcement officers employed by the law enforcement agency who regularly interact with members of the public as a part of their officer's official duties.⁸⁰

Similarly, the CSSA provides for oversight of the JHPD by an independent review board, the JHU Police Accountability Board.⁸¹ This board consists of 15 members, including members of the Baltimore community, and is charged with sharing community feedback directly with JHPD leadership; reviewing JHPD metrics involving crime; and assessing current and prospective department policies, procedures, and training in order to provide recommendations for improvement.⁸²

Until recently, the JHPD enabling legislation provided for two civilians to serve and vote on the JHPD hearing boards, the maximum permitted under state law at the time. However, the Maryland Police Accountability Act of 2021, c. 59 § 2, effective July 1, 2022, repeals the Law Enforcement Officers' Bill of Rights ("LEOBR"), and establishes a new disciplinary process that replaces the JHPD hearing boards with an Administrative Charging Committee and Trial Board for police officers. Under the new legislation, law enforcement agencies must establish a process to investigate citizen complaints; a county-level administrative charging committee and trial board process; a process for suspensions and terminations; designate a victims' rights advocate; and a database to track complaints. Complaints will no longer be heard by the administrative hearing board, but rather by a county-level Administrative Charging Committee and the law enforcement agency's Trial Board. Additionally, the statute provides that two civilians may serve and vote on the JHPD hearing boards. The JHPD is also subject to the jurisdiction of the Civilian Review Board of Baltimore City (CRB), as well as the soon to be established Baltimore City Accountability Board.

B. Transparency and Reporting

Law enforcement agencies' transparency and reporting requirements also vary widely from state to state. Many states⁸³ require the law enforcement agency or independent law enforcement standards commission or board to make an annual report to the executive branch on topics such as: (1) recruitment, selection, and training of officers, (2) complaints of officer misconduct and records of officer discipline, (3) incidents involving use of force and officer-related deaths, (4) the use of body-worn cameras, (5) discharge or use of firearms by officers, and (6) traffic stop, arrest, and forcible entry data.⁸⁴ Rarely, however, are those data shared with the public or published on a publicly available database.⁸⁵

⁸⁰ S.B. 71, 441st Gen. Assemb., Reg. Sess. (Md. 2021) (the "Maryland Police Accountability Act of 2021").

⁸¹ Md. Code Ann. Educ. § 24-1205(b).

⁸² Md. Code Ann. Educ. § 24-1205(b); *see also id.* § 24-1205(d).

⁸³ At least 35 states require law enforcement agencies to submit an annual report of some kind.

⁸⁴ The Illinois Uniform Crime Reporting Act and the Louisiana Police Data Accountability, Transparency, and Analysis Act (Police DATA Act) are two prime examples of detailed state reporting statutes.

⁸⁵ *See e.g.*, Arizona, Massachusetts, North Carolina, South Carolina, Tennessee, and Utah's reporting requirements.

When compared with other states, it is clear that Maryland has particularly comprehensive transparency and reporting requirements for law enforcement agencies, especially with regards to use of force and officer misconduct and discipline. Effective July 1, 2022, police officers involved in a use of force incident in the line of duty will be required to file an incident report regarding their use of force.⁸⁶ Law enforcement agencies in Maryland must make an annual report to the Maryland Police Training and Standards Commission of the number of use-of-force complaints made against police officers, the number of serious officer-involved incidents, the number of officers disciplined, and the type of discipline administered in each case.⁸⁷ The Maryland Police Training and Standards Commission is required to annually post on their website and submit to the General Assembly a report containing information on the number of use-of-force complaints received.⁸⁸ Starting March 1, 2022, Maryland law enforcement agencies must also report to the Governor's Office of Crime Prevention, Youth, and Victim Services information on each use-of-force incident that resulted in either a monetary settlement or judgment against the law enforcement agency.⁸⁹ The Governor's Office compiles this information and submits an annual report to the General Assembly, which is posted online. Additionally, every six months, law enforcement agencies maintaining a SWAT team must make a report to the Governor's Office on the use of SWAT teams.⁹⁰ Finally, law enforcement officers in Maryland also must provide a complete report to their law enforcement agency each time they make a traffic stop, including information such as the date, time, location, and duration of the stop, whether a search was conducted, whether an arrest was made, and the race and ethnicity of the driver.⁹¹ The law enforcement agencies then compile this data and make a report to the Maryland Statistical Analysis Center.⁹²

The JHPD is required to comply with the Jeanne Clery Disclosure of Campus Security Police and Campus Crime Statistics Act (the "Clery Act") of 1990, which is a federal statute requiring universities to report campus crime data. The JHPD is also subject to several reporting requirements above and beyond those required under the Clery Act. First, the JHPD is required to comply with all state reporting requirements, including the reporting of use of force incidents, officer-involved deaths and race-based traffic stops.⁹³ In addition to the minimum state requirements, through the CSSA, the JHPD must also annually report its recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline and demographic data on the JHPD security workforce to the Mayor of Baltimore City, the Baltimore City Council, the Maryland General Assembly, and

⁸⁶ Md. Code Ann. Pub. Safety §§ 3-514, 15 (effective July 1, 2022).

⁸⁷ Md. Code Ann. Pub. Safety §§ 3-514, 15 (effective July 1, 2022), 518.

⁸⁸ Md. Code Ann. Pub. Safety §§ 3-514, 15 (effective July 1, 2022).

⁸⁹ Md. Code Ann. Pub. Safety § 3-528 (effective July 1, 2022).

⁹⁰ Md. Code Ann. Pub. Safety § 3-508 (effective July 1, 2022).

⁹¹ Md. Code Ann. Transp. § 25-113.

⁹² *Id.*

⁹³ *See* Md. Code Ann. Transp. § 25-113; Md. Code Ann. Pub. Safety §§ 3-514, 515 (effective July 1, 2022); Md. Code Ann. Pub. Safety §§ 3-508, 518, 528.

the JHU Police Accountability Board.⁹⁴ The JHPD is also required to publicly post the data collected for the purpose of its annual reports.⁹⁵

C. Training/Workforce

All fifty states and the District of Columbia have minimum training requirements for law enforcement officers. Most states have established their own officers' and training commissions, which create, implement, and administer the training standards and programs. Completion of these training programs is required for continued employment as a law enforcement officer in every state and D.C.

Most states have implemented training requirements in specific areas, as follows:

- 24 states require training in domestic violence and/or child abuse.⁹⁶
- 21 states and D.C. require training in mental health issues.⁹⁷
- 20 states and D.C. require training in anti-bias/de-escalation techniques.⁹⁸
- 18 states and D.C. require training in issues and crimes related to race, color, religion, national origin, sexual orientation, gender, or disability (intellectual or physical).⁹⁹
- 17 states and D.C. require training in officer use of force.¹⁰⁰
- 12 states require training in sexual assault.¹⁰¹

⁹⁴ Md. Code Ann. Educ. § 24-1208.

⁹⁵ Md. Code Ann. Educ. § 24-1205.

⁹⁶ Arkansas, California, Connecticut, Florida, Illinois, Iowa, Kentucky, Louisiana, Maryland, Massachusetts, North Carolina, Ohio, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, and Wyoming.

⁹⁷ Arkansas, California, Colorado, Connecticut, Delaware, Florida, Illinois, Indiana, Iowa, Maine, Massachusetts, Minnesota, Mississippi, Nebraska, Nevada, North Carolina, Pennsylvania, Rhode Island, South Carolina, Tennessee, Washington, and Washington, D.C.

⁹⁸ Colorado, Connecticut, Florida, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Massachusetts, Minnesota, Nebraska, Nevada, Oklahoma, Pennsylvania, Tennessee, Texas, Vermont, Virginia, Washington, and Washington, D.C.

⁹⁹ Arizona, California, Illinois, Iowa, Kansas, Kentucky, Maryland, Massachusetts, Minnesota, Nevada, North Carolina, Oklahoma, Pennsylvania, Rhode Island, Tennessee, Texas, Vermont, Virginia, and Washington, D.C.

¹⁰⁰ California, Colorado, Florida, Illinois, Indiana, Maryland, Massachusetts, Minnesota, Missouri, North Carolina, Oklahoma, Pennsylvania, South Carolina, South Dakota, Texas, Utah, Washington, and Washington, D.C.

¹⁰¹ Alaska, California, Connecticut, Florida, Idaho, Illinois, Kentucky, Louisiana, Maryland, Massachusetts, Texas, and Washington.

- 10 states require training in handling drugs/substance abuse disorders.¹⁰²
- 11 states require training in human trafficking.¹⁰³
- 7 states require training in elder abuse/interacting with vulnerable adults.¹⁰⁴
- 7 states require training related to missing persons.¹⁰⁵
- 5 states require training related to autism spectrum disorder.¹⁰⁶
- 4 states require training in racial profiling.¹⁰⁷
- 3 states require training in juvenile justice.¹⁰⁸
- 3 states require training related to individuals with Alzheimer's or dementia.¹⁰⁹
- 2 states require training in suicide intervention.¹¹⁰
- 2 states require training in traffic stops.¹¹¹
- 2 states require training in the use of stun guns/tasers.¹¹²
- 1 state requires training related to deaf individuals.¹¹³
- 1 state requires training related to homeless persons.¹¹⁴

¹⁰² Arizona, Arkansas, Florida, Indiana, Massachusetts, Nebraska, Rhode Island, South Carolina, Utah, and West Virginia.

¹⁰³ Connecticut, Florida, Indiana, Kentucky, Louisiana, Maryland, Nevada, Tennessee, Texas, Virginia, and Washington.

¹⁰⁴ California, Colorado, Florida, Illinois, Indiana, Kentucky, and Minnesota.

¹⁰⁵ Arkansas, Connecticut, Indiana, Ohio, Oklahoma, South Dakota, and Virginia.

¹⁰⁶ Connecticut, Florida, Indiana, Massachusetts, and Minnesota.

¹⁰⁷ Arkansas, Missouri, Nevada, and New Mexico.

¹⁰⁸ Connecticut, Illinois, and North Carolina.

¹⁰⁹ Indiana, Louisiana, and Virginia.

¹¹⁰ Connecticut and Massachusetts.

¹¹¹ Illinois and Missouri.

¹¹² Louisiana and Vermont.

¹¹³ Louisiana.

¹¹⁴ Maine.

- 1 state requires specialized training related to HIV/AIDS and in dealing with victims of female genital mutilation.¹¹⁵

Maryland's training requirements are in the middle or bottom tier in regard to details required as compared to other states. The Maryland Police Training and Standards Commission requires training in the following categories: criminal laws concerning rape and sexual offenses, including sexual abuse and exploitation of children; criminal laws concerning human trafficking; criminal laws concerning hate crimes; contact with and treatment of victims of crimes; notification of victims of identity fraud and related crimes; and use of force, de-escalation tactics and techniques, and reasonable alternatives to the use of force.

In addition to Maryland's state training requirements, pursuant to the CSSA, the JHPD must undergo training to advance impartial and non-discriminatory policing to promote disability and diversity awareness and prevent policing and implicit bias against racial, ethnic, sexual, religious, and other minorities; promote appropriate interactions with individuals who are minors, have disabilities, or are in crisis; and ensure the appropriate use of force, including alternatives to force, de-escalation techniques, and the use of nonlethal or less-lethal weapons. These requirements place the JHPD in the upper tier of law enforcement agency requirements vis-à-vis training/workforce.

D. Civil Liability Limits

21 states have statutes in place that either provide immunity for or limit the indemnification amount of damages allowed against an officer acting within the scope of employment.¹¹⁶ Note that most of these states have some requirement that the officer's conduct was not wanton, reckless, willful, grossly negligent, or in bad faith.

Maryland is in line with these states, providing qualified immunity for officers acting within the scope of employment and if the conduct was objectively reasonable and/or was without malice or gross negligence. A recent effort to abolish this qualified immunity was defeated in Maryland's General Assembly.

The JHPD enabling legislation provides that the JHPD may not raise the defense of sovereign immunity nor immunity under the Local Government Tort Claims Act or the Maryland Tort Claims Act.¹¹⁷ This is one of the very few law enforcement agencies in the country that we have reviewed that does not have this defense available to it.¹¹⁸

¹¹⁵ Kentucky.

¹¹⁶ Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Iowa, Kansas, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, Montana, Oregon, Pennsylvania, West Virginia, and Wisconsin.

¹¹⁷ Md. Code Ann. Educ. § 24-1211.

¹¹⁸ Colorado passed a law in 2020 that eliminates qualified immunity for police officers who violate an individual's civil rights. See Colo. Rev. Stat. § 13-21-131.

E. Community Engagement

Very few states have statutory authority regarding law enforcement officers' engagement with the community. Only 10 states and Washington, D.C. have codified an effort to engage the community.¹¹⁹ Of these states, Colorado and Wisconsin aim to address through legislation juvenile justice issues and ways to empower students and divert them from criminal behavior. Washington, D.C. has implemented the most comprehensive effort we found to date, establishing a "Community Crime Prevention Team Program" to reduce crime and increase access to social services by enhancing the coordination between law enforcement and health and human services agencies. Under the statute, the Chief of Police of the Metropolitan Police Department is required to convene a working group comprised of community representatives to examine national best practices in community policing and make recommendations. Beginning in 2017, this group is required to issue a report to the Mayor and Council every two years.

Maryland requires county police departments and police departments of municipal corporations to adopt a community policing program and to post a detailed description of the program online. The program must be developed in accordance with best practices developed by the Maryland Police Training and Standards Commission. Maryland also requires agencies to adopt a uniform citizen complaint process developed by the Maryland Police Training and Standards Commission.

The CSSA goes beyond Maryland's requirement and provides for community member feedback on the police department to the JHU Police Accountability Board. Additionally, before executing the MOU with BPD, JHU is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore City Council must have at least 30 days to review the proposed MOU and submit written comments. The University must also provide "affected individuals, neighborhoods, community groups, and local officials" an opportunity to review and comment on the proposed MOU and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed to, the University must publicly post a copy online.

Furthermore, in order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain "a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities." The final executed MOU must specify those areas that are included in the JHPD's concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. When a final MOU is agreed to, the University must publicly post a copy online.

¹¹⁹ Colorado, Florida, Illinois, Iowa, Kansas, Maryland, Minnesota, Nebraska, Oregon, Wisconsin, and Washington, D.C.

F. Officer Discipline

36 states have standard disciplinary policies in place for officer misconduct or for officers who have committed a crime.¹²⁰ Of those states, nine states¹²¹ have specific disciplinary policies for officers who have been accused of excessive use of force and three states¹²² have disciplinary policies for officers who have been accused of bias-based policing. For example, in California, a law enforcement officer may have their certification revoked or suspended if the officer demonstrates bias on the basis of race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or department policy or inconsistent with the officer's obligation to carry out their duties in a fair and unbiased manner. Nevada requires its law enforcement agencies to employ early warning systems for the purpose of identifying officers who display bias indicators, including being part of a large number of incidents involving the use of force.¹²³ After such an officer is identified by the system, the employing agency must increase its supervision of the officer, provide additional training and counseling, and decide whether consequences should be imposed. Finally, five states impose discipline on officers who fail to intervene when witnessing another officer's use of excessive force.¹²⁴

Many states also provide a Law Enforcement Officers' Bill of Rights ("LEOBR"), which guarantees certain procedural safeguards to officers during disciplinary investigations.¹²⁵ Maryland was the first to enact its LEOBR in 1974, and recently became the first state to repeal its Law Enforcement Bill of Rights, when the General Assembly passed S.B. 71, 441st Gen. Assemb., Reg. Sess. (Md. 2021), The Maryland Police Accountability Act of 2021.¹²⁶

Maryland's disciplinary process also stands out with its recent establishment of county-level Police Accountability Boards, which receive complaints of misconduct filed by members of the public. In addition, effective July 1, 2022, Maryland law enforcement agencies are required to adopt the uniform State disciplinary matrix developed by the Maryland Police Training and Standards Commission.¹²⁷

¹²⁰ Alabama, Alaska, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Maine, Maryland, Massachusetts, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, North Dakota, Oregon, Rhode Island, South Carolina, South Dakota, Texas, Vermont, Virginia, and Wisconsin.

¹²¹ Arkansas, California, Colorado, Illinois, Nevada, New Hampshire, North Dakota, Oregon, and South Carolina.

¹²² California, Kansas, and Nevada.

¹²³ Nev. Rev. Stat. Ann. § 289.823.

¹²⁴ California, Colorado, Illinois, Oregon, and Vermont.

¹²⁵ Arizona, Arkansas, California, Delaware, Florida, Illinois, Indiana, Iowa, Kentucky, Louisiana, Minnesota, Missouri, Nevada, New Mexico, Oregon, Rhode Island, Tennessee, Texas, Virginia, West Virginia, and Wisconsin. See <https://everytownresearch.org/rankings/law/no-law-enforcement-officers-bill-of-rights/>.

¹²⁶ S.B. 71, 441st Gen. Assemb., Reg. Sess. (Md. 2021) (the "Maryland Police Accountability Act of 2021").

¹²⁷ Md. Code Ann. Pub. Safety § 3-105.

In Maryland, law enforcement agencies must forward complaints of misconduct to the appropriate administrative charging committee who determines whether to issue an administrative charge against an officer.¹²⁸ Within 15 days after issuing a charge against a police officer, the chief of the law enforcement agency must offer discipline to the officer in accordance with the disciplinary matrix.¹²⁹ The chief may offer the same discipline recommended by the charging committee or a higher degree of discipline within the applicable range of the disciplinary matrix. If the officer accepts the offer of discipline, then it will be imposed. If the officer does not accept the offer of discipline, then the matter is referred to a trial board.¹³⁰

Trial boards are generally composed of: an actively serving administrative law judge or a retired judge of the District Court or a circuit court, appointed by the chief executive officer of the county; a civilian who is not a member of an administrative charging committee, appointed by the county's police accountability board; and a police officer of equal rank to the police officer accused of misconduct, appointed by the head of the law enforcement agency.¹³¹ At least 30 days before a trial board hearing begins, the officer must be provided a copy of the investigatory record, the charges against the officer, and the recommended disciplinary action.¹³² Within 45 days after the final hearing by a trial board, the trial board must issue a written decision reflecting the findings, conclusions, and recommendations of a majority of the trial board.¹³³ The officer may appeal the trial board's decision within 30 days to the appropriate circuit court.¹³⁴

On a quarterly basis, the accountability boards review the outcomes of disciplinary matters by charging committees and submit an annual report regarding any disciplinary process trends in each county and making recommendations on changes to policy that would improve police accountability

JHPD's enabling legislation provides that, "if authorized by local law, a hearing board [be] formed" which "shall include two voting members of the public who have received training administered by the Maryland Police Training and Standards Commission on the Law Enforcement Officers' Bill of Rights and matters relating to police procedures."¹³⁵ However, this provision has been mooted by Maryland's statewide police reform legislation, S.B. 71, 441st Gen. Assemb., Reg. Sess. (Md. 2021), (the "Maryland Police Accountability Act of 2021").¹³⁶ Per the

¹²⁸ Md. Code Ann. Pub. Safety §§ 3-104, 105.

¹²⁹ Md. Code Ann. Pub. Safety § 3-105.

¹³⁰ *Id.*

¹³¹ Md. Code Ann. Pub. Safety § 3-106.

¹³² Md. Code Ann. Pub. Safety § 3-105.

¹³³ Md. Code Ann. Pub. Safety § 3-106.

¹³⁴ *Id.*

¹³⁵ Md. Code Ann. Pub. Safety § 3-107(c)(3)(iii); Two voting members is the maximum allowable under Maryland Law.

¹³⁶ Maryland Police Accountability Act of 2021, c. 59, § 2 (effective July 1, 2022),

new legislation, effective July 1, 2022, the JHPD must abide by the procedures described above: law enforcement agencies must establish a process to investigate citizen complaints; a county-level administrative charging committee and trial board process; a process for suspensions and terminations; designate a victims' rights advocate; and a database to track complaints. Complaints will no longer be heard by the administrative hearing board, but rather by a county-level Administrative Charging Committee and the law enforcement agency's Trial Board.¹³⁷

G. Authority/Use of Force

Every state regulates law enforcement officers' use of force. Most states require that, in order for a law enforcement officer to be justified in the use of deadly force against another person, a violent felony must have been committed or a threat to human life must exist. For example, Arizona law permits officers' use of deadly physical force if the officer reasonably believes the force was necessary to "(1) effect an arrest or to prevent the escape from custody of an arrested person whom the law enforcement officer reasonably believes has committed or attempted to commit a felony and is presently armed or dangerous; or (2) defend himself or herself or a third person from what the law enforcement officer reasonably believes to be the use or imminent use of deadly physical force."¹³⁸ Other states additionally require that officers may only use deadly force after having exhausted all other reasonable alternatives.

Most states also have statutory guidance and/or requirements for the use of non-deadly force. These requirements vary widely from state to state, but often include specific situations in which officers may employ non-deadly force, requirements for using a degree of force consistent with minimizing injury, or a general requirement that the force be both "reasonable" and "necessary." Some states also have specific restrictions or prohibitions on the use of neck restraints or chokeholds.

Finally, an emerging best practice among several states is to require officers to intervene and report the use of excessive force by another law enforcement officer and to offer protection of the reporting officer against any retaliation for doing so.¹³⁹

The Maryland Use of Force statute is somewhat similar to the majority of states' excessive force statutes. Maryland prohibits the use of force against a person unless "under the totality of the circumstances" the force is "necessary and proportional to" (1) prevent an imminent threat of physical injury or (2) effectuate a legitimate law enforcement objective.¹⁴⁰ However, unlike many other states, Maryland's Use of Force statute does not distinguish between the use of non-deadly and deadly force. Maryland's statute also defines when an officer must cease the use of force, including when the individual no longer presents an imminent threat or is under the officer's

¹³⁷ *Id.*

¹³⁸ Ariz. Rev. Stat. Ann. § 13-410.

¹³⁹ Colorado, Connecticut, Maryland, Minnesota, Tennessee, Texas, Vermont, Virginia, and Wisconsin.

¹⁴⁰ Md. Code Ann. Pub. Safety § 3-524.

control.¹⁴¹ Whenever practicable, officers are required to attempt de-escalation without the use of force.¹⁴² Officers have a duty to intervene to prevent or terminate the use of excessive force by another officer, which is an emerging best practice among other states.¹⁴³ Officers also have a duty to fully document all use of force incidents that the officer either observed or was involved in.¹⁴⁴

The JHPD enabling legislation grants officers the authority to use force when necessary but requires that officers undergo training to ensure the appropriate use of force as well as alternatives to force and de-escalation tactics. JHPD officers are also required to report use of force incidents and officer-involved deaths in accordance with state law.¹⁴⁵

H. Social Justice

Twenty-two states¹⁴⁶ have enacted legislation related to social justice-informed policies, training, or initiatives. For instance, the majority of these states explicitly prohibit “racial profiling,” or “bias-based profiling,” which is defined as “the practice of relying solely on race, ethnicity, gender, national origin, language, religion, sexual orientation, gender identity, gender expression, age, or disability in policing.”¹⁴⁷ These policies prohibit the “stopping, detention, or search of a person when such action is solely motivated by” the aforementioned factors,¹⁴⁸ and provide that such factors may not be the sole basis for determining the existence of probable cause.¹⁴⁹

Many of these states also require law enforcement officers to participate in training courses that address the state’s prohibition on bias-based policing. Some states’ training focuses on providing officers with a general understanding of and sensitivity to ethnic and cultural diversity, otherwise known as “implicit bias training.” These trainings are “designed to promote positive interaction with, and community outreach to, all residents within a community, including residents of all racial, ethnic, and religious backgrounds, and lesbian, gay, bisexual, and transgender individuals residing within the community.”¹⁵⁰ California’s training guidelines specifically

¹⁴¹ *Id.*

¹⁴² *Id.*

¹⁴³ *Id.*

¹⁴⁴ *Id.*

¹⁴⁵ See Md. Code Ann. Transp. § 25-113; Md. Code Ann. Pub. Safety §§ 3-514, 515 (effective July 1, 2022); Md. Code Ann. Pub. Safety §§ 3-508, 518, 528.

¹⁴⁶ Arizona, Arkansas, California, Colorado, Connecticut, Florida, Idaho, Iowa, Kansas, Maine, Maryland, Massachusetts, Montana, Nevada, New Jersey, New Mexico, Oklahoma, Oregon, Texas, Vermont, Virginia, and Washington.

¹⁴⁷ Colorado.

¹⁴⁸ Connecticut.

¹⁴⁹ Montana.

¹⁵⁰ New Jersey.

include training on sexual orientation and gender identity minority groups, with the goal of educating law enforcement officers on the difference between sexual orientation and gender identity, proper terminology, and how to create an inclusive workplace. Other trainings focus more specifically on bias as it relates to policing, including training officers on how to identify, report, and respond to incidents of hate crimes,¹⁵¹ and training on bias as it relates to stops, use of force, domination, and discriminatory profiling in policing.¹⁵² Iowa's annual training on the prevention of bias is perhaps the most in-depth, as it includes: (1) An emphasis on law enforcement officer understanding and respect for diverse communities and the importance of effective, noncombative methods of carrying out law enforcement activities in a diverse community; (2) Instruction on diverse communities in order to foster mutual respect and cooperation between law enforcement and members of all diverse communities; (3) An examination of the patterns, practices, and protocols that cause biased law enforcement actions, and the tools to prevent such actions; (4) An examination and identification of key indices and perspectives that make up differences among residents in a local community; (5) Instruction on implicit bias and consideration of the negative impact of bias, whether intentional or implicit, on effective law enforcement, including examination of how historical perceptions of profiling have harmed community relations; (6) Instruction on the perspectives of diverse local constituency groups from experts on particular cultural and law enforcement-community relations issues in a local area; (7) A presentation of the history and the role of the civil rights movement and the impact on law enforcement; and (8) Instruction on de-escalation techniques, including verbal and physical tactics to minimize the need for the use of force and nonlethal methods of applying force.

Other best practices relating to social justice initiatives include the collection of data to determine whether any particular law enforcement officer has a pattern of racial profiling,¹⁵³ efforts to recruit, retain, and promote minority police officers,¹⁵⁴ and systems for receiving complaints by victims of racial profiling in policing.¹⁵⁵

Like many states, Maryland has adopted a policy against race-based traffic stops, which prohibits the use of an individual's race or ethnicity as the sole justification to initiate a traffic stop, requires implicit bias training and testing for all law enforcement officers, and collects and reports data related to officer misconduct and racial profiling in traffic stops.¹⁵⁶ However, Maryland's social justice legislation is in some ways less detailed or explicit than other states. For instance, its policy against racial profiling does not include other minority groups such as gender, national origin, language, religion, sexual orientation, gender identity, gender expression, age, and disability. Additionally, Maryland's training on bias and diversity is significantly lacking, especially when compared to the more robust training requirements in states such as Iowa.

¹⁵¹ Massachusetts and California.

¹⁵² Florida.

¹⁵³ Montana, Oregon, Virginia, and Washington.

¹⁵⁴ Connecticut.

¹⁵⁵ Kansas, Oklahoma, Oregon, Texas, and Washington.

¹⁵⁶ Md. Code Ann. Transp. § 25-113.

The JHPD enabling legislation is more progressive than Maryland's, and more akin to the emerging best practices among most states, as campus police officers are required to undergo training on impartial and non-discriminatory policing to prevent implicit bias against racial, ethnic, sexual, religious, and other minorities; and promote appropriate interactions with minors and individuals who have disabilities.¹⁵⁷

¹⁵⁷ Md. Code Ann. Educ. § 24-1203.

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Appendix I: Campus Police Department Legislation – Comparison Chart

Appendix II: Campus Police Department Policies – Comparison Chart

Appendix III: 50 State Legislative Survey – Comparison Chart

APPENDIX I

Campus Police Department Legislation - Comparison Chart

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
Johns Hopkins University (CSSA) Md. Code Ann. Educ. §§ 24-1202-1213	Yes	The Maryland Police Accountability Act of 2021, c. 59, § 2, eff. July 1, 2022, repeals the Law Enforcement Officers’ Bill of Rights (“LEOBR”) and establishes a new discipline process (Administrative Charging Committee and Trial Board) for police officers. Under the new legislation, law enforcement agencies must establish a process to investigate citizen complaints; a county-level administrative charging committee and trial board process; a process for suspensions and terminations; designate a victims’ rights advocate; and a database to track	The JHPD is required to comply with all applicable state reporting requirements, including reporting on use of force incidents, officer-involved deaths and race-based traffic stops. The data gathered pursuant to the reporting requirements must be posted publicly. Subject to reporting requirements beyond those required of other state-authorized law enforcement agencies (recruitment efforts, department size, department funding, arrests, complaints, use of surveillance technologies, officer-involved shootings, officer discipline & demographic data on the JHPD security workforce). This information must be reported annually to the	The University must adopt standards, qualifications, and prerequisites for training University police officers that comply with the regulations of the Maryland Police Training and Standards Commission. JHPD officers must be certified by the Commission. Officers are required to undergo training regarding searches, including consensual searches. In addition, the JHPD’s policies, practices, and training are required to advance impartial and non-discriminatory policing to promote disability and diversity awareness and prevent policing and implicit bias against racial, ethnic, sexual, religious, and other minorities; promote appropriate interactions	JHPD officers may not raise the defense of sovereign immunity nor immunity under the Local Government Tort Claims Act or the Maryland Tort Claims Act.	Pursuant to an MOU with BPD, the JHPD will have primary law enforcement responsibility for its campus area, defined as property that is: (1) owned, leased, operated by or under the control of the University; (2) Located within specific boundaries (described in the Act and reflected in maps entered into the legislative record) on the Homewood, East Baltimore and Peabody campuses; and (3) Used for educational and institutional purposes. JHPD’s primary jurisdiction does not cover all of the University’s Baltimore property and is limited to property in specifically delineated	The University must adopt standards, qualifications, and prerequisites for hiring University police officers that comply with the regulations of the Maryland Police Training and Standards Commission. The University is not permitted to hire an officer who does not meet the police certification requirements of the Maryland Police Training and Standards Commission. The University must promote recruiting and	The University Police Accountability Board enables community members to share community concerns regarding the JHPD directly with the JHPD’s leadership. In order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain “a majority support from the members of the relevant campus-	Officers are trained to ensure the appropriate use of force, including the use of alternatives to force, the use of de-escalation techniques, and the use of nonlethal or less-lethal weapons.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
		complaints. Complaints will no longer be heard by the administrative hearing board, but rather by a county-level Administrative Charging Committee and the law enforcement agency's Trial Board. Requires the establishment of a 15 member JHU Police Accountability Board, which includes 5 members of the Baltimore community. The Board is required to post minutes from each meeting in a prominent manner on a public website. In addition, the JHPD is subject to the jurisdiction of the Civilian Review Board of Baltimore City (CRB). The Civilian	Mayor of Baltimore City, the Baltimore City Council, the Maryland General Assembly, and the Johns Hopkins University Police Accountability Board.	with individuals who are minors, have disabilities, or are in crisis; and ensure the appropriate use of force, including alternatives to force, de-escalation techniques, and the use of nonlethal or less-lethal weapons.		boundaries. The Homewood campus boundary is "the area bounded by West University Parkway and East University Parkway on the north, East 28th Street and West 28th Street on the south, Remington Avenue and Stony Run stream on the west, and North Calvert Street on the east"; the East Baltimore campus boundary is "the area bounded by East Eager Street on the north, East Baltimore Street on the south, North Caroline Street on the west, and North Castle Street on the east"; and the Peabody campus boundary is "the area bounded by West Madison Street and East Madison Street on the north, East Hamilton Street and West Hamilton Street on the south, Cathedral Street	hiring diverse candidates using local hiring and residency initiatives. At least 25% of the JHPD's workforce must be residents of Baltimore City.	adjacent communities for the police department to operate in their communities." The final executed MOU must specify those areas that are included in the JHPD's concurrent jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of	

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
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		Review Board has the authority to process, investigate and evaluate complaints lodged by members of the public regarding abusive language, false arrest, false imprisonment, harassment or excessive force by police officers.				on the west, and Saint Paul Street on the east.” Before executing the MOU with BPD, JHU is required to post the draft MOU on a publicly available website for 30 days. After the MOU has been posted online for 30 days, the Baltimore City Council must have at least 30 days to review the proposed MOU and submit written comments. The University must also provide “affected individuals, neighborhoods, community groups, and local officials” an opportunity to review and comment on the proposed MOU and hold at least two public forums – one near the Homewood and Peabody campuses and the other near the East		community members. When a final MOU is agreed to, the University must publicly post a copy online.	

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
						Baltimore Campus – to present the proposed MOU. Notice of public forums must be provided by both email and mail to university affiliates and community associations (that are in close proximity to the campuses) at least 10 days in advance. When a final MOU is agreed to, the University must publicly post a copy online. In order for the JHPD to operate in any campus-adjacent area, JHU is required to obtain “a majority support from the members of the relevant campus-adjacent communities for the police department to operate in their communities.” The final executed MOU must specify those areas that are included in the JHPD’s concurrent			

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						jurisdiction, and the Baltimore City Council must pass a resolution confirming that Johns Hopkins sought community input and received agreement from a majority of community members. This requirement of majority of support for expanding jurisdiction is highly unique compared to peer legislation. A University police officer may not exercise these powers on any other property unless: 1. Engaged in fresh pursuit of a suspected offender; 2. Necessary to facilitate the orderly flow of traffic to and from a campus area; 3. Specially requested or authorized to exercise the powers in Baltimore City by the Mayor of Baltimore City if: A. There is a sudden and			

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						unforeseen emergency of such public gravity and urgency that it requires an immediate response to protect the public welfare, and B. The Mayor issues an order declaring an emergency that specifies the manner in which the police officer's powers will be exercised; or 4. Ordered to exercise the powers by the Governor under a declared state of emergency.			
Brown University RI Gen. L. §§ 12-2.1-3	No	See Memo Re: Campus Policies	Records of the state police's appointment of special police officers are open for public inspection.	Special police officers must have satisfactorily completed the established course of training in the police training school as established in the state to be appointed as special police officers.	The special police have the same immunities of a police officer as are conferred by the laws of Rhode Island upon members of the division of state police.	The University's special police may exercise their power in and upon the lands and buildings of the institution by which he or she is employed, and upon streets and highways immediately adjacent to those lands.	The superintendent of state police, upon the petition of a private college, university, junior college, or other private educational institution of higher learning located in this state, may from time to time appoint qualified	See Memo Re: Campus Policies	N/A

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							employees of those institutions as special police officers. The petition shall contain the name, address, qualifications, and personal history of the person for whom appointment is requested.		
Carnegie Mellon University 22 Pa. C.S.A. § 501	No	N/A	See Memo Re: Campus Policies	See Memo Re: Campus Policies	N/A	Officers may exercise police powers in and upon, and in the immediate and adjacent vicinity of, the property of the university.	Any nonprofit corporation, maintaining a cemetery or any buildings or grounds open to the public, or organized for the prevention of cruelty to children or aged persons, or one or more of such purposes, may apply to the court of common pleas of the county of the registered	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							office of the corporation for the appointment of such persons as the corporation may designate to act as policemen for the corporation. The court, upon such application, may by order appoint such persons, or as many of them as it may deem proper and necessary, to be such policemen.		
University of Chicago Private College Campus Police Act, 110 Ill. Comp. Stat. 1020/0.01 (2022)	No	N/A	See Memo Re: Campus Policies	Officers must complete the Minimum Standards Basic Law Enforcement Training Course offered at a police training school established under the Illinois Police Training Act. All members of the campus police department must also successfully complete the Firearms Training	The Board of Trustees shall provide liability insurance coverage for each member of the campus police department without cost to the member,	The UCPD patrols the campus, university property, and the area that extends north to 37 th Street, south to 64 th Street, east to Lake Shore Drive, and west to Cottage Grove Avenue. The UCPD has extended patrol boundaries off campus and outside of university property pursuant to a Chicago	With respect to any such campus police department established for police protection, the members of such campus police department shall be persons who have successfully completed the Minimum	See Memo Re: Campus Policies	Members of the campus police department shall have the powers of municipal peace officers and county sheriffs, including the power to make arrests

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University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				for Peace Officers established under the Peace Officer and Probation Officer Firearm Training Act.	which insures the member against any liability which arises out of or in the course of the member's employment for no less than \$250,000 of coverage unless such indemnification is provided by a program of self-insurance.	City Ordinance (Ordinance 02011-7316).	Standards Basic Law Enforcement Training and Firearms Training courses.		under the circumstances prescribed in Section 107-2 of the Code of Criminal Procedure of 1963, as amended, for violations of state statutes or municipal or county ordinances, including the ability to regulate and control traffic on the public way contiguous to the college or university property, for the protection of students, employees, visitors and their property, and the property branches, and interests of the

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									college or university, in the county where the college or university is located.
Cornell University N.Y. Crim. Pro. Law § 2.2-3 (2019); N.Y. Educ. Law § 5708-09	No	See Memo Re: Campus Policies	Employers of peace officers shall report the names of all peace officers who complete the required training to the division of criminal justice services.	Every peace officer in the state of New York must successfully complete a training program, part of which is prescribed by the municipal police training council and part of which is prescribed by their employer. The portion prescribed by the municipal police training council shall be comprised of subjects, and the hours each is to be taught, that shall be required of all types or classes of peace officers. The hours of instruction required by the municipal police training council shall not exceed one hundred eighty unless a greater amount is either required by law or regulation or is requested by the employer.	A peace officer, whether or not acting pursuant to his special duties, who lawfully exercises any of the powers conferred upon him pursuant to this section, shall be deemed to be acting within the scope of his public employment for purposes of defense and indemnification rights and benefits that he may be	The streets, roads, and highways owned, controlled, or maintained by Cornell University within the grounds of the university and constituting a part of the educational and research plant or plants owned or under the supervision, administration, and control of the university; The grounds, buildings and property of Cornell University and other lands and property under the supervision, administration and control of the university.	See Memo Re: Campus Policies	N/A	Officers have the power to use physical force and deadly physical force in making an arrest or preventing an escape. However, no employer shall allow any peace officer it employs to carry or use a weapon during any phase of the officer's official duties, which constitutes on-duty employment, unless the officer has satisfactorily completed a

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				The segment prescribed by the employer for its employees shall be comprised of subjects, and the hours each is to be taught, relating to the special nature of the duties of the peace officers employed by it provided, however, that when the subjects prescribed by the employer are identical to the subjects in the training program required by the municipal police training council, the employer shall not be required to provide duplicate training for those subjects.	otherwise entitled to.				course of training approved by the municipal police training council in the use of deadly physical force and firearms and other weapons, and annually receives instruction in deadly physical force and the use of firearms and other weapons as approved by the municipal police training council.
Duke University N.C. Gen. Stat. Ann. §§ 74G-2, 4, 5, 5.1, 6, 8, 11	No	The Attorney general has the power to (1) establish the minimum education, experience and training standards, establish and require written or oral examinations for an	The Attorney general has the power . . . (2) To require a campus police agency or a campus police officer to submit reports or other information. The attorney general is the legal custodian of all	Applicants for commission as a campus police officer and a commissioned campus police officer must meet and maintain the same minimum preemployment and in-service standards as are required for State law	N/A	(1) Real property owned by or in the possession and control of the institution employing the officer. (2) Any portion of any public road or highway passing through the real property described in	N/A	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
		application for certification as a campus police agency, a certified campus police agency, an applicant for commission as a campus police officer, or a commissioned campus police officer. . . . (3) To inspect records maintained by a campus police agency. (4) To conduct investigations regarding alleged violations of this Chapter or a rule adopted under this Chapter and to make evaluations as may be necessary to determine if a campus police agency or a campus police officer is complying with this Chapter or a rule adopted under this Chapter. (5) To deny, suspend, or revoke a certification as a	campus police program records. The attorney general may disclose the contents of such records to the Criminal Justice Education and Training Standards Commission, the Sheriff's Education and Training Standards Commission, or any other criminal justice agency for certification or employment purposes. Each campus police agency is the legal custodian of all books, papers, documents, records of criminal investigations or of criminal intelligence information, or other records and property maintained by the campus police agency. Books, papers, documents, records of criminal investigations or of criminal intelligence information, or other records maintained by a campus police agency that is affiliated with a private, nonprofit institution of	enforcement officers by the North Carolina Criminal Justice Education and Training Standards Commission and must meet and maintain any other preemployment and in-service requirements set by the Attorney General.		subdivision (1) of this subsection or immediately adjoining it, wherever located. (3) Any other real property while in continuous and immediate pursuit of a person for an offense committed upon property described in subdivision (1) or (2) of this subsection.			

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
		campus police agency or a commission as a campus police officer for failure to meet the requirements of or comply with this Chapter or a rule adopted under this Chapter, in accordance with Article 3 of Chapter 150B of the General Statutes.	higher education shall not be public records.						
Harvard University Mass. Gen. Laws Ann. Ch. 22C, § 63 (West 2022); Mass. Gen. Laws Ann. Ch. 6, § 168C	No	N/A	Required to submit Uniform Crime Report Statistics to the Massachusetts State Police who forwards them to the FBI.	Certification requirements of the Massachusetts Peace officer standards and training commission established in chapter 6E.	N/A	Officers have jurisdiction over any criminal offense committed in or upon lands or structures owned, used or occupied by such college, university, or other institution or hospital.	The colonel may appoint employees of a college or university as special state police officers.	See Memo Re: Campus Policies	Officers shall have the same power to make arrests as regular police officers for any criminal offense committed in or upon lands or structures owned, used or occupied by such college, university, or other institution or hospital.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
MIT Mass. Gen. Laws Ch. 22C, § 63 (West 2022); Mass. Gen. Laws Ann. Ch. 6, § 168C	No	See Memo Re: Campus Policies	Required to submit Uniform Crime Report Statistics to the Massachusetts State Police who forwards them to the FBI.	Certification requirements of the Massachusetts Peace officer standards and training commission established in chapter 6E.	N/A	Officers have jurisdiction over any criminal offense committed in or upon lands or structures owned, used or occupied by such college, university, or other institution or hospital.	The colonel may appoint employees of a college or university as special state police officers.	See Memo Re: Campus Policies	Officers shall have the same power to make arrests as regular police officers for any criminal offense committed in or upon lands or structures owned, used or occupied by such college, university, or other institution or hospital.
Northwestern University 110 Ill. Comp. Stat. Ch. 110 § 1020/1	No	See Memo Re: Campus Policies	See Memo Re: Campus Policies	Officers must successfully complete the Minimum Standards Basic Law Enforcement Training Course offered at a police training school established under the Illinois Police Training Act. All members of such campus police departments must also successfully complete the Firearms Training for Peace Officers	N/A	Officers have the power to make arrests for violations of law on the public ways contiguous to the college or university property, for the protection of students, employees, visitors and their property, and the property branches, and interests of the college or university, in the county where the	The Board of Trustees of a private college or private university, may appoint persons to be members of a campus police department.	See Memo Re: Campus Policies	N/A

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				established under the Peace Officer and Probation Officer Firearm Training Act.		college or university is located.			
University of Pennsylvania 71 Pa. Stat. and Cons. Stat. Ann. § 646 (West 2022) Commonwealth of Pennsylvania municipal police officers act	Yes	See Memo Re: Campus Policies	N/A	A course of training including crisis intervention training and riot control as approved by the Department of Education.	N/A	Campus Police shall exercise their powers and perform their duties only on the premises of the State colleges and universities, State aided or related colleges and universities and community colleges by or for which they are employed. On campus and in a specifically defined neighborhood area nearby campus; Officers may only exercise power on campus or within 500 yards of campus.	N/A	N/A	N/A
Princeton University N.J. Stat. Ann. §§ 18A:6-4.1, 4.4, 4.5	No	See Memo Re: Campus Policies	N/A	Every person so appointed and commissioned shall, within 1 year of the date of his commission, successfully complete a police training course at a school approved and authorized by the	N/A	Anywhere in the State of New Jersey, pursuant to any limitations as may be imposed by the governing body of the institution which appointed and	The governing body of any institution of higher education, academy, school or other institution of learning may	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				Police Training Commission; provided, however, that the Police Training Commission may, in its discretion, except from the requirements of this section any person who demonstrates to the commission's satisfaction that he has successfully completed a police training course conducted by any Federal, State or other public or private agency, the requirements of which are substantially equivalent to the requirements of that at a school approved by the commission.		commissioned the person.	appoint such persons as the governing body may designate to act as policemen for the institution.		
Stanford University Cal. Penal Code § 13650, 830.6	Yes	N/A	The Commission on Peace Officer Standards and Training and each local law enforcement agency shall conspicuously post on their Internet Web sites all current standards, policies, practices, operating procedures, and education and training materials that would otherwise be	The Stanford Department of Public Safety adheres to California Peace Officer Standards and Training (POST) practices for required ongoing training and professional development of sworn personnel.	N/A	Stanford University Property. Stanford's Police Department may only exercise its police powers on Stanford's main campus, pursuant to the MOU with Santa Clara County.	Officers are recommended for Deputization by the Chief and approved by the Sherriff or his/her designee.	N/A	See Memo Re: Campus Policies

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
			available to the public if a request was made pursuant to the California Public Records Act.						
Tulane University La. Stat. Ann. § 17:1805 (2022)	No	N/A	Notwithstanding any provision of this Section to the contrary, on July 1, 1991, and thereafter, no person shall be commissioned as a university or college police officer by the Department of Public Safety and Corrections or as otherwise provided in Subsection E of this Section until there has been a determination made by the commissioning authority that the particular public or private college or university naming the police officer is in compliance with the provisions of R.S. 17:3351(C), or, in the case of a private college or university, is in compliance with substantially similar requirements adopted by the particular institution,	No person shall be commissioned as a college or university police officer, unless prior to such commissioning the person has, as a minimum requirement, completed and graduated from the six-weeks program of the Basic Law Enforcement Training Academy of Louisiana State University and Agricultural and Mechanical College or possesses equivalent training or experience. Each person who is employed as a full-time college or university police officer shall complete a sexual assault awareness training program as provided by the Council on Peace Officer Standards and Training.	N/A	While in or out of uniform, these police officers shall have the right to carry concealed weapons and to exercise the power of arrest when discharging their duties on their respective campuses and on all streets, roads, and rights-of-way to the extent they are within or contiguous to the perimeter of such campuses. In the discharge of their duties on campus and while in hot pursuit on or off the campus, each university or college police officer may exercise the power of arrest. Upon authorization by the chief administrative officer of the	No person shall be commissioned as a college or university police officer, unless prior to such commissioning the person has, as a minimum requirement, completed and graduated from the six-weeks program of the Basic Law Enforcement Training Academy of Louisiana State University and Agricultural and Mechanical College or possesses equivalent training or experience.	See Memo Re: Campus Policies	Each person who is employed as a full-time college or university police officer may carry a concealed handgun, whether in uniform or not and whether on or off duty, provided the person meets the requirements for college and university police officers set forth in this Section and is certified by the Council on Peace Officer Standards and Training.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
			relative to reporting certain statistics on reported criminal offenses, adopting certain written security policies and procedures, and publishing certain such policies and procedures.			educational institution, a college or university police officer shall have authority to discharge his duties off campus as follows: (1) If engaging in intelligence gathering activity. (2) When investigating a crime committed on campus or when investigating the crime of criminal hazing committed off campus by members of an organization that is organized and operating at the college or university for which the police officer is commissioned. (3) When transporting prisoners in furtherance of duties as set forth in this Section. (4) When transporting money, securities, or other valuables on behalf of the college or university.			

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
						(5) While providing security or protective services for visiting dignitaries to the college or university both on and off the campus. (6) If specifically requested by the chief law enforcement officer of the parish or city.			
Washington University St. Louis Missouri Ann. Stat. 7 §§ 84.020, 84.040, 84.250	No	N/A	The board of police shall cause a full journal of their proceedings to be kept and shall also cause all their receipts and disbursements of money to be faithfully entered in books to be procured and kept for that purpose, and said journal, and all said books, and all other documents in possession of said board, shall always be open to the inspection of the general assembly of the state of Missouri or any committee appointed by it for that purpose. It shall be the duty of the board to report to the common council or	Must meet state requirements for police certification.	N/A	See Memo Re: Campus Policies	Commissioned by the St. Louis County Police Department.	N/A	See Memo Re: Campus Policies

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside Maryland/DC									
University/College Enabling Legislation	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
			municipal assembly of the said city at each annual session thereof, the number and expenses of the police force employed by it under sections 84.010 to 84.340, and all such other matters as may be of public interest, in connection with the duties assigned it by sections 84.010 to 84.340.						
Yale University Conn. Public Acts General Statutes 1983, No. 83-466, § 3	No	See Memo Re: Campus Policies	See Memo Re: Campus Policies	Officers appointed must be certified by the Police Officer Standards and Training Council. Officers must be qualified under Section 7-294 of the general statutes.	N/A	See Memo Re: Campus Policies	The City of New Haven, acting through its Board of Police Commissioners appoints individuals to be Yale Police Officers.	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
American University D.C. Code § 23-582; D.C. Mun. Regs. Subt. 6-A, § 1200; D.C. Code § 5- 129.02, D.C. Law § 11-63; Metropolitan Police Dept. Gen. Order HSC-804-01 (2011)	No	N/A	N/A	Required to complete minimum levels of pre-assignment, on-the-job, and in-service training. Required training includes one (1) week (40 hours) of indoctrination training prior to performing any patrol duties. In addition, armed campus and university special police officers must successfully complete a fifty-six (56) hour basic firearms course. The firearms training course shall include, but not limited to, lethal and non-lethal force, “shoot, don’t shoot,” and police liability. Armed campus and university special police officers are required to qualify with their firearms on a semi-annual basis. Also required is the Campus Law Enforcement Academy (250 hours) or an equivalent law enforcement academy within two (2) years of receiving a campus and	N/A	“Within premises to which his jurisdiction extends” and outside the premises on fresh pursuit for offenses committed on the premises.	Campus and university special police officers may be appointed by the Chief of Police for duty in connection with the property of, or under the charge of, an academic institution of higher education requesting the appointment.	N/A	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				university special police officer commission or has previously completed an equivalent law enforcement academy. Previous law enforcement or security training of two hundred and fifty (250) hours may be substituted to meet the requirements of this subsection.					
Baltimore City Community College Md. Code Educ. § 16-513.; Md. Code Crim. Pro. § 2-101	No	The Board of Trustees shall adopt regulations governing the operation and conduct of the Baltimore City Community College police force and of Baltimore City Community College police officers. Under the jurisdiction of the Civilian Review Board of Baltimore City.	N/A	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Trustees shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for Baltimore City Community College police officers, including standards for the performance of their duties.	N/A	Only on property that is owned, leased, operated by, or under the control of Baltimore City Community College.	N/A	See Memo Re: Campus Policies	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
Catholic University of America D.C. Code § 23-582; D.C. Mun. Regs. Subt. 6-A, § 1200; D.C. Code § 5-129.02	No	N/A	N/A	Required to complete minimum levels of pre-assignment, on-the-job, and in-service training.	N/A	Property owned or controlled by CUA and outside the premises on fresh pursuit for offenses committed on the premises.	Campus and university special police officers may be appointed by the Chief of Police for duty in connection with the property of, or under the charge of, an academic institution of higher education requesting the appointment.	N/A	N/A
Community College of Baltimore County Md. Code Pub. Safety § 3-303	No	N/A	N/A	An applicant for an initial commission shall complete a training course approved by the Secretary in consultation with the Maryland Police Training and Standards Commission consisting of at least 80 hours of instruction, including instruction on: (i) criminal law; (ii) constitutional procedural requirements relating to search, seizure, and arrest;	N/A	On CCBC owned, leased, or rented property.	N/A	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				and (iii) the appropriate use of force.					
Coppin State University Md. Code Crim. Pro. § 2-101; Md. Code Educ. § 13-601; Md. Code Pub. Safety § 3-101	Yes	N/A	N/A	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties. To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.	N/A	A University of Maryland police officer may exercise these powers only on property that is owned, leased, operated by, or under the control of the University of Maryland. The police officer may not exercise these powers on any other property unless: (i) Engaged in fresh pursuit of a suspected offender; (ii) Requested or authorized to do so by the chief executive officer or chief police officer of any county; (iii) Necessary in order to facilitate the orderly flow of traffic to and from property owned, leased, operated by, or under the control of the University of Maryland; or (iv) Ordered to do so by the Governor.	N/A	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
George Mason University Va. Code Ann. § 23.1-809 (West 2022)	No	N/A	N/A	See Memo Re: Campus Policies	N/A	See Memo Re: Campus Policies	The governing board of each public institution of higher education may establish a campus police department and employ campus police officers and auxiliary police forces upon appointment as provided in §§ 23.1-811 and 23.1-812. Such employment is governed by the Virginia Personnel Act (§ 2.2-2900 et seq.), except that the governing board of a public institution of higher education may direct that the employment of the chief of the campus police department is not	See Memo Re: Campus Policies	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							governed by the Virginia Personnel Act.		
George Washington University D.C. Code Ann. § 5-129.02 (West 2022); <i>see also</i> D.C. Mun. Regs. tit. 6-A, § 1200 (2022); DC code 23-582, DCMR 6-A12	No	See Memo Re: Campus Policies	See Memo Re: Campus Policies	DC regulations require campus police officers to complete 1 week/40 hours of training, and a 56-hour basic firearms training course including training on use of force, “shoot, don’t shoot” and police liability. Must complete the Campus Law Enforcement Academy (250 hours) or an equivalent law enforcement academy within two (2) years of receiving a campus and university special police officer commission or has previously completed an equivalent law enforcement academy. Previous law enforcement or security training of two hundred and fifty (250) hours may be substituted to meet the requirements of this subsection.	N/A	N/A	Campus and university special police officers appointed under the provisions of § 1202.4 shall be subject to the rules promulgated for the Metropolitan Police Department insofar as those rules are applicable.	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
Georgetown University D.C. Code Ann. § 5-129.02 (West 2022) (mayor-appointed special police); D.C. Code Ann. § 23-582 (West 2022) (special police powers of arrest without warrant); D.C. Mun. Regs. tit. 6-A, § 1200 (2022)	No	See Memo Re: Campus Policies	See Memo Re: Campus Policies	DC regulations require campus police officers to complete 1 week/40 hours training, and a 56-hour basic firearms training course including training on use of force, “shoot, don’t shoot” and police liability. Must complete the Campus Law Enforcement Academy (250 hours) or an equivalent law enforcement academy within two (2) years of receiving a campus and university special police officer commission or has previously completed an equivalent law enforcement academy. Previous law enforcement or security training of two hundred and fifty (250) hours may be substituted to meet the requirements of this subsection.	N/A	See Memo Re: Campus Policies	Campus and university special police officers appointed under the provisions of § 1202.4 shall be subject to the rules promulgated for the Metropolitan Police Department insofar as those rules are applicable.	See Memo Re: Campus Policies	See Memo Re: Campus Policies
Howard University D.C. Code Ann. § 5-129.02 (West 2022));	Yes	N/A	N/A	DC regulations require campus police officers to complete 1 week/40 hours training, and a 56-hour	N/A	Via an MOU, concurrent jurisdiction and authority with Metropolitan PD on HU	Campus and university special police officers appointed under	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
look at special regs, (see also DC code 23-582, DCMR 6-A12; D.C. Mun. Regs. tit. 6-A, § 1200 (2022))				basic firearms training course including training on use of force, “shoot, don’t shoot” and police liability. Must complete the Campus Law Enforcement Academy (250 hours) or an equivalent law enforcement academy within two (2) years of receiving a campus and university special police officer commission or has previously completed an equivalent law enforcement academy. Previous law enforcement or security training of two hundred and fifty (250) hours may be substituted to meet the requirements of this subsection.		campuses, except North Campus.	the provisions of § 1202.4 shall be subject to the rules promulgated for the Metropolitan Police Department insofar as those rules are applicable.		
Morgan State University Md. Code Ann. Educ. § 14-106 (West 2022)	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the Morgan State University	See Memo Re: Campus Policies	See Memo Re: Campus Policies	N/A	A University police officer may exercise their powers only on property that is owned, leased, operated by, or under the control of the University. The police officer may not exercise these	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards,	N/A	A University police officer has the powers granted to a peace and police officer.

Campus Police Departments at Baltimore-Area and DC-Area University Peers									
University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
		Police Force and of University police officers. Under the jurisdiction of the Civilian Review Board of Baltimore City.				powers on any other property unless: (i) Engaged in fresh pursuit of a suspected offender. (ii) Necessary to facilitate the orderly flow of traffic to and from property owned, leased, operated by, or under the control of the University; or (iii) Ordered to do so by the Governor.	qualifications, and prerequisites of character, training, education, human and public relations, and experience for the University police officers, including standards for the performance of their duties. To the extent practicable, the Board of Regents shall adopt standards that are similar to the standards adopted for the Department of State Police. Standards adopted on or after July 1, 1976, on minimum hiring qualifications of the University police officers may not		

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							affect the status of any individual who was a qualified University police officer on that date.		
Towson University Md. Code Ann. Educ. § 13-601 (West 2022) (Part of University System of Maryland, under umbrella of state-authorized University System of Maryland Police Force) (powers also derived from Md Code Ann. Crim Proc. § 2-101, Md. Code Ann. Pub. Safety § 3-101)	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the University of Maryland Police Force and of University of Maryland police officers.	See Memo Re: Campus Policies	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	N/A	Only on property owned, leased, operated, or under control of University of Maryland unless in pursuit of offender; requested/authorized by officer of another county; necessary for traffic flow; or ordered by Governor.	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.		
University of D.C. D.C. Code Ann. § 5-129.02 (West 2022) (mayor-appointed special police), D.C. Mun. Regs. tit. 6-A, § 1200 (2022)	No	N/A	N/A	DC regulations require campus police officers to complete 1 week/40 hours training, and a 56-hour basic firearms training course including training on use of force, “shoot, don’t shoot” and police liability. Must complete the Campus Law Enforcement Academy (250 hours) or an equivalent law enforcement academy within two (2) years of receiving a campus and university special police officer commission or has previously completed an equivalent law enforcement academy. Previous law enforcement	N/A	See Memo Re: Campus Policies	Campus and university special police officers appointed under the provisions of § 1202.4 shall be subject to the rules promulgated for the Metropolitan Police Department insofar as those rules are applicable.	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				or security training of two hundred and fifty (250) hours may be substituted to meet the requirements of this subsection.					
UMBC Md. Code Ann. Educ. § 13-601 (West 2022) (Part of University System of Maryland, under umbrella of state-authorized University System of Maryland Police Force) (powers also derived from Md Code Ann. Crim Proc. § 2-101, Md. Code Ann. Pub. Safety § 3-101)	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the University of Maryland Police Force and of University of Maryland police officers.	N/A	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	N/A	Only on property owned, leased, operated, or under control of University of Maryland unless in pursuit of offender; requested/authorized by officer of another county; necessary for traffic flow; or ordered by Governor	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	N/A	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.		
University of Baltimore Md. Code Ann. Educ. § 13-601 (West 2022) (Part of University System of Maryland, under umbrella of state-authorized University System of Maryland Police Force) (powers also derived from Md Code Ann. Crim Proc. § 2-101, Md. Code Ann. Pub. Safety § 3-101)	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the University of Maryland Police Force and of University of Maryland police officers.	N/A	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	N/A	Only on property owned, leased, operated, or under control of University of Maryland <u>unless</u> in pursuit of offender; requested/authorized by officer of another county; necessary for traffic flow; or ordered by Governor.	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
							performance of their duties. To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.		
University of Maryland, Baltimore Md. Code Ann. Educ. § 13-601 (West 2022) (Part of University System of Maryland, under umbrella of state-authorized University System of Maryland Police Force) (powers also derived from Md Code Ann. Crim Proc. § 2-101, Md. Code	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the University of Maryland Police Force and of University of Maryland police officers.	N/A	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties.	N/A	Only on property owned, leased, operated, or under control of University of Maryland unless in pursuit of offender; requested/authorized by officer of another county; necessary for traffic flow; or ordered by Governor.	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
Ann. Pub. Safety § 3-101)							Maryland police officers, including standards for the performance of their duties. To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.		
University of Maryland – College Park Md. Code Ann., Educ. § 13-601 (West 2022)); (see also crim. Proc. 2-101; pub safety 3-101	Yes	The Board of Regents shall adopt rules and regulations governing the operation and conduct of the University of Maryland Police Force and of University of Maryland police officers.	See Memo Re: Campus Policies	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human and public relations, and experience for University of Maryland police officers, including	N/A	Only on property owned, leased, operated, or under control of University of Maryland unless in pursuit of offender; requested/authorized by officer of another county; necessary for traffic flow; or ordered by Governor.	In consultation with the Secretary of State Police and the Maryland Police Training and Standards Commission, the Board of Regents shall adopt standards, qualifications, and prerequisites of character, training, education, human	See Memo Re: Campus Policies	See Memo Re: Campus Policies

Campus Police Departments at Baltimore-Area and DC-Area University Peers									
University/College (Enabling legislation)	MOU?	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Authority/Use of Force
				standards for the performance of their duties.			and public relations, and experience for University of Maryland police officers, including standards for the performance of their duties. To the extent practicable, the Board shall adopt standards that are similar to the standards adopted for the Department of State Police.		

APPENDIX II

Campus Police Department Policies – Comparison Chart

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Johns Hopkins University Police Department https://publicsafety.jhu.edu/jhpd-information/	Statute provides for hearing boards, JHPD Accountability Board; subject to Citizen Review Board of Baltimore City. <i>See</i> Memo re campus legislation.	Statute requires JHPD to seek accreditation by CALEA, IACLEA, or a similar organization. Md. Code Ann. Educ. § 24-1203.	Statute requires public reporting and annual report to Mayor of Baltimore City, Baltimore City Council, Maryland General Assembly, and JHPD Police Accountability Board. <i>See</i> Memo re campus legislation.	Statute requires training in searches, use of force, de-escalation, impartial and non-discriminatory policing, appropriate interactions with individuals who are minors, have disabilities, or are in crisis. <i>See</i> Memo re campus legislation.	Pursuant to an MOU with BPD, the JHPD will have primary law enforcement responsibility for its campus area, defined as property that is: (1) owned, leased, operated by or under the control of the University; (2) Located within specific boundaries (described in the Act and reflected in maps entered into the legislative record) on the Homewood, East Baltimore and Peabody campuses; and (3) Used for educational and institutional purposes. JHPD’s primary jurisdiction does not	Statute requires University to promote hiring diverse candidates using local hiring and residency initiatives, including that at least 25% of workforce be residents of Baltimore City. <i>See</i> Memo re campus legislation.	Statute requires Accountability Board to include community members to share community concerns regarding JHPD; expansion of jurisdiction in MOU requires community approval. <i>See</i> Memo re campus legislation.	The Maryland Police Accountability Act of 2021 repealed the Law Enforcement Officers’ Bill of Rights (“LEOBR”) and established a new discipline process for police officers. <i>See</i> Memo re campus legislation, n.27.	Statute requires that officers be trained in appropriate use of force, including alternatives to force, de-escalation techniques, and use of nonlethal or less-lethal weapons. <i>See</i> Memo re campus legislation.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
					cover all of the University's Baltimore property and is limited to property in specifically delineated boundaries. <i>See</i> Memo re campus legislation.				
Brown University Dept. of Public Safety https://dps.brown.edu/	The Public Safety Oversight Committee (PSOC) serves in an advisory capacity to the Executive VP for Planning & Policy and the Chief of Police to review the practices, policies, and procedures of DPS and make policy recommendations when appropriate.	CALEA accredited	<i>See</i> memo re campus legislation	Officers are required to attend state-certified police academy and are licensed as RI Special Police Officers. The Brown University Department of Public Safety has categorized training subject matter into six main areas. These areas are Implicit Bias/Racial Profiling, Diversity, Community Policing, De-Escalation/Communications Skills, Policy/Procedural	From statute, RI Gen. L. § 12-2.1-3; <i>See</i> memo re campus legislation	From statute, RI Gen. L. § 12-2.1-3; <i>See</i> memo re campus legislation	In 2016, DPS launched a Department Diversity and Inclusion Action Plan (DDIAP) to strengthen the department's diversity and inclusion and engage with diverse students, staff, and faculty by forming community partnerships. Community Relations and Outreach Bureau coordinates safety and educational	N/A	N/A

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
				Justice, and Use of Force.			programs for community members and provides crime victim support and advocacy.		
Carnegie Mellon University https://www.cmu.edu/police/index.html	N/A	Accredited through 2022 with the PA Law Enforcement Accreditation Program (state-accredited).	Requires reporting of all incidents of persons detained, stopped, investigated, arrested, searched, and report must include subject's race or ethnicity, the basis for any enforcement action, and documentation of reasonable suspicion and probable cause. Supervisors must review all incident reports for compliance with CMUPD policies and observe/monitor/evaluate field practices of patrol personnel to ensure bias-based	16-hours of state-mandated training. CMUPD policy requires additional training in implicit bias; dealing with "excited delirium" behavioral issues; impartial policing; dealing with mental illness; department body camera policy; protection of sexual violence victims; police ID of suspects; use of force; defensive tactics; de-escalation training (40 hour crisis intervention training); communication/negotiation; cultural sensitivity; CPR; first	From statute, 22 Pa. C.S.A. § 501; See memo re campus legislation	To assist officer development/leadership, "officer in charge initiative" provides opportunities for experienced officers to lead programs or patrol shifts to experience supervisory/leadership opportunities.	"Coffee with a Cop" Community service programs: Toys for Tots, Special Olympics.	Supervisors must take documented corrective measures when bias-based profiling is found, including additional training and/or disciplinary action, and must report such activity to Chief of Police.	The use of force is a last resort to protect human life, and officers may only employ the amount of force that is reasonable and necessary under the circumstances. Prohibits the use of unreasonable and unnecessary force, and requires officers witnessing a violation of the policy to intervene to end the force and to report such conduct to their immediate supervisor and the Chief of Police. Officers must maintain safe distance, call for back-up, and use de-escalation techniques to gain

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			profiling tactics are not used. Requires annual report of all stops and arrests to be compiled and submitted to Chief of Police, who then reviews report with any citizen complaints for compliance with CMUPD impartial policing policy, and as a management tool to promote impartial policing, training, and counseling of CMUPD personnel—results of Chief of Police’s annual review must be forwarded to outside entity selected by the President’s Office for additional review. Use of force must be reported to commanding	aid/use of NARCAN; Green Dot; outreach and support for LGBTQIA community; Title IX training; the Clery Act; COVID-19 for law enforcement; active shooter incidents. New officers must undergo CMUPD Field Training Program (560 hours each).					voluntary compliance of subjects. When force is necessary, use escalating scale of options, “force continuum,” and not employ more force unless lower level not adequate. Restricts use of deadly force to when officer reasonably believes necessary for self-defense or defense of another in “immediate danger of serious physical injury.” Restricts use of choke holds to only limited circumstance when use of deadly force is warranted. Officer must warn subject that deadly force will be used. Prohibits officers from firing from a moving vehicle.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			officer/Chief of Police. Supervisor must conduct review of incident involving use of deadly force or serious bodily injury, and submit report to Chief of Police. Pittsburgh Bureau of Police must investigate use of deadly force that results in death or serious bodily injury. Provides for preparation of an annual analysis of all subject resistance reports and use of force incidents for review by Chief of Police.						Restricts firing at moving vehicle to when occupants of vehicle present immediate threat of death or serious bodily injury; if officer has another means of escape, firing at vehicle prohibited. Prohibits use of force once subject is restrained and under control. Immediate medical aid must be provided when use of force results in injury or when requested by subject. Use of force must be reported to commanding officer/Chief of Police. Supervisor must conduct review of incident involving use of deadly force or serious bodily injury, submit report to Chief of Police. Pittsburgh Bureau of Police must investigate use of

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
									deadly force that results in death or serious bodily injury. Provides for preparation of an annual analysis of all subject resistance reports and use of force incidents for review by Chief of Police.
University of Chicago Police Department (UCPD) https://safety-security.uchicago.edu/	N/A	CALEA accredited	The UCPD provides access to a range of data and information regarding its day-to-day operations beyond what is required under Illinois law as a way to enhance transparency. The UCPD makes available a daily crime/fire log, the Illinois Traffic Stop Study, and summaries of complaints made against UCPS officers. UCPD also provides online access to its	All new police officers undergo a 16-week training program at the Chicago PD's education and training academy. Incoming officers are given instruction on ethics, diversity, and fair and impartial policing. Officers also undergo a 12-week field training program provided by UCPD officers and supervisors. All officers receive yearly ongoing in-service and video training. In 2015,	From local ordinance: The UCPD patrols the campus, university property, and the area that extends north to 37th Street, south to 64th Street, east to Lake Shore Drive, and west to Cottage Grove Avenue. The UCPD has extended patrol boundaries off campus and outside of university property pursuant to a Chicago City Ordinance	The UCPD hires officers in accordance with University hiring policies. The hiring process involves an extensive set of requirements, including successful completion of a background investigation, an	Officers participate in meeting with neighborhood and community organizations, in addition to groups affiliated with the University. Members of the Community Relations Unit of UCPD are available to provide safety presentations to interested organizations. In 2014, UCPD started the Hyde Park Business Operators group to help business owners	N/A	See memo re campus legislation

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			policies and procedures for public review.	training was expanded to include new areas such as procedural justice training, fair and impartial policing training, and Crisis Intervention Team (CIT) training.	(Ordinance 02011-7316).	undergraduate degree, written and medical exams, oral interview, psychological test, drug screen, and physical fitness test.	stay up-to-date on safety-related information and news in the community. The UCPD communicates with these local businesses frequently via email and in person. Officers engage in community outreach and philanthropic projects such as an annual holiday toy drive for patients at the Comer Children's Hospital, mentoring and tutoring University of Chicago Charter School students, and participating in university sporting events.		
Cornell University Police Department	Public Safety Advisory Committee is an advisory committee on campus safety that	IACLEA accredited	See memo re campus legislation	Completion of New York State Basic Police Academy is not required, but	From statute, N.Y. Educ. Law § 5708-	Associate degree or equivalent combination	N/A	Cornell Police policy is to accept all complaints of	See memo re campus legislation

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
https://www.cupolice.cornell.edu/	makes recommendations to improve campus security policies and make recommendations for their improvement; annual report must be submitted to college president or chief administrative officer.			preferred. Officers must satisfactorily complete all training requirements as designated by the Associate Vice President and Chief of Police and laws of New York State.	09; <i>See</i> memo re campus legislation	of education/experience in law enforcement or related field required.		alleged employee misconduct, conduct an impartial investigation of the complaint, and take appropriate action where necessary.	
Duke University https://police.duke.edu/	N/A	CALEA accredited	Officers must immediately report use of force incidents to supervisor and complete an Incident Report; supervisor must conduct preliminary investigation within 72 hours of incident. Duke Police Professional Standards Unit will review all use of force incidents and conduct annual written statistical analysis to identify	Officers must wear body cameras. De-escalation training using Police Executive Research Forum's training guide for defusing critical incidents known as ICAT. Diversity, inclusion, anti-bias training in partnership with Duke's Office of Institutional Equity. Crisis intervention training including	From statute, N.C. Gen. Stat. Ann. § 74G-2, 4, 5, 5.1, 6, 8, 11; <i>See</i> memo re campus legislation	N/A	Hosts a yearly Citizens' Police Academy, an 8-week course for employees and students designed to help create community understanding of Duke Police. Two officers serve as "Diversity Liaisons" with specific responsibility for focusing on	Use of force that is objectively unreasonable, unnecessary, or disproportionate to circumstances may result in corrective action, dismissal, civil or criminal liability.	Emphasis on de-escalation during resistance. Use of force policy more restrictive than state policy; officers not authorized to use deadly force to prevent escape of person from custody. Only use amount of force objectively reasonable, under circumstances and proportional to threat/resistance. Actions which are required to turn, guide, handcuff, or escort a non-resisting

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			trends/patterns that may indicate department changes; analysis includes review of date/time of incidents; types of encounters resulting in use of force; trends/patterns relating to race, age, gender; trends/patterns resulting in injury to any party; impact of analysis on policies, practices, equipment, and training; the annual analysis is forwarded to Chief of Police for review and dissemination. Maintains frequent contact with University newspaper to report significant events that occur.	education on mental health conditions and how to support people in crisis with resources instead of criminal justice system processes.			marginalized communities. Certified Threat Manager in Duke Police Department works with three behavioral assessment teams (made up of administrators from Human Resources, Student Affairs and Duke Health) to identify potential concerns and prevent violence.		subject are not considered use of force. Use of force requires continual assessment of suspect's behavior. Officer has a duty to intervene to prevent or stop use of excessive force by another officer when safe and reasonable. Unreasonable use of force must be reported through chain of command or anonymously via department website. Vascular restraints/techniques that put pressure on neck or spine are prohibited except in a lethal force situation. Tasers may only be used when officers encounter assaultive behavior. Use of lethal force allowed when objectively

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
									reasonable under totality of circumstances and when all lesser forms of force have failed or could not be reasonably used; prohibited against persons who pose a danger only to themselves. Firing at moving vehicle prohibited unless subject threatens person with deadly force by means <i>other than</i> the vehicle; vehicle being used as a weapon. Firing from a moving vehicle is prohibited. After <i>any</i> use of force, officers must provide medical aid commensurate with their training; may not allow restrained subjects to lie face down; must be transported in upright, seated position.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Harvard University Police Department https://www.hupd.harvard.edu/	N/A	No	See memo re campus legislation	Officers receive the same academy training as officers from Cambridge.	Officers have authority to make arrests for criminal offense on campus and on city streets in Cambridge, Somerville and Boston. HUPD assigns individual officers to geographically-based community-policing teams. There are 6 teams. Campus geography maps aid the campus community in distinguishing the patrol jurisdiction of its officers.	See memo re campus legislation	Partners with student groups, faculty and staff on campus to rethink and reassess policies, including how to better support mental health crises. The Community Engagement and Inclusion Chair builds and maintains active relationships between HUPD and students, faculty, and staff. HUPD officers are assigned small geographic areas of responsibility and are tasked with building relationships with the community. HUPD officers perform formalized community outreaches such as	N/A	See memo re campus legislation

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
							safety talks, bike and laptop registrations, brown-bag lunches, and other events.		
MIT https://police.mit.edu/	Department reviews all officers' stops and analyzes frequency with regard to race, gender, and MIT-affiliation. Department is "having productive conversations with Black student leaders about being more transparent about our policies, and sharing aggregate data on responses to incidents, complaints, and any discipline of our officers."	No	MIT police regulations and use of force policy is not published (beyond what is in FAQ section of website) because "not a common practice among our peer institutions to do so" but due to recent events, the department is in early stages of reviewing policies and preparing a public presentation to summarize key elements. Any use of force or threatened use of force must be documented in a report, reviewed by a supervisor;	Annual training of requirements of Massachusetts Police Training Committee (MPTC) in collab with Cambridge and Harvard University Police Departments. Training on use of force/de-escalation "exceeds what is required by the MPTC." Recently participated in training on "Historical Injustice and Present Policing."	Any properties owned, operated, leased, or rented by MIT.	See memo re campus legislation	Provides Active Shooter Awareness training for the community. Crime Prevention Unit helps educate MIT community on preventing crime, conducting safety courses throughout the year.	Anonymous reporting hotline for whistleblower or complaints about officer wrongdoing/violations of policy. Depending on complaint, appropriate office at MIT reviews it and when appropriate, conducts investigation; Office of Executive Vice President and Treasurer oversees MIT police and is notified of	Use of chokeholds/strangleholds not permitted. Emphasis on de-escalation; arrest and use of force are last resorts. Officers must warn before shooting (department records show no incident of firearm discharge by MIT police officer other than for training purpose). Officers must use least amount of force required and only use firearms in immediate danger of death or serious physical injury to officer or another. Officers have duty to intervene if they witness

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			department investigates any incident involving officers' use of force.					complaints and outcome. Every complaint and any resulting discipline (including verbal reprimand) is documented with MIT Police and MIT Human Resources. All complaints/disciplinary records are private.	excessive force by another officer. Prohibits officer from firing at a moving vehicle unless motorist is endangering human life/using vehicle as a weapon. Follows policy from IACLEA and MPTC on use of force continuum. Comprehensive reporting required whenever force is used. No use of military tactics/weapons.
Northwestern University https://www.northwestern.edu/up/index.html	Community Safety Advisory Board consisting of students, faculty, and staff, including representatives of Black, marginalized, and vulnerable communities to help implement 2020/2021	No	An external review of the department was conducted and publicly released in March 2021. Collect/analyze field and traffic stop data and publish it online (https://www.northwestern.edu/up/index.html)	Officers must wear body cameras. Training on unconscious bias, individuals in crisis, de-escalation, CPR/AED, trauma care, strengthening	On campus and certain off-campus areas based on partnerships with Evanston and Chicago PDs.	Officers must graduate from a state-approved police academy and pass a comprehens	Community may provide feedback on police service online (https://www.northwestern.edu/up/how-to-report/feedback-on-police-service.html).	N/A	N/A

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
	external review's findings, seek input from and share findings with community.		western.edu/up/facts-and-figures/field-and-traffic-stops.html) but has not been updated since 2020.	community trust and relationships.		ive field and firearm-training program. Hybrid staffing model of both police and civilian security officers.	Community educational programs include safety presentations, self-defense classes, and "shadow an officer" for a ride-walk along during an officer's shift (https://www.northwestern.edu/up/community-services/shadow-an-officer.html). Behavioral Consultation Team made up of representatives across university responsible for conducting threat assessment for referrals made to it about concerning acts or credible threats of violence.		

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
University of Pennsylvania Police Department https://www.publicsafety.upenn.edu/about/upd/	Division of Public Safety Advisory Board offers advice to Vice President for Public Safety and assists in educating Penn and West Philadelphia communities about programs, services and initiatives offered by the Division of Public Safety; reports to community about police complaints and traffic stops broken down by race, gender, ethnicity, and officer ID.	CALEA accredited	N/A	All UPPD officers are certified by the Commonwealth of Pennsylvania Municipal Police Officers Training and Education Commission.	The Penn Patrol Zone extends from 30 th Street to 43 rd Street (east to west) and Market Street to Baltimore Avenue (north to south).	N/A	N/A	It is the policy of the department to accept, document, review, and investigate all instances of alleged misconduct. The focus of these investigations is to equitably determine whether the allegations are valid or invalid and to take appropriate action. All allegations of misconduct will be investigated, regardless of whether initiated by citizen complaint, other external agencies,	N/A

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
								internally generated, or discovered through the internal review and administrative processes of the department.	
Princeton University https://publicsafety.princeton.edu/	Department follows the NJ State Attorney General Law Enforcement Directives. (https://www.njoag.gov/resources/ag-directives/)	CALEA accredited	N/A	Officers must wear body cameras.	From statute, N.J. Stat. Ann. § 18A:6-4.1, 4.4, 4.5	Officers must complete same police academies and annual training as municipal counterparts. Reasonable suspicion and random drug testing of employees.	Public Safety Community Advisory Committee comprised of students, faculty, and staff formed in 2020 to give community a voice regarding their safety. Officers are not responsible for enforcing civil immigration violations except in narrowly defined circumstances. Community education	Personnel Early Intervention (PEI) system to identify agency employees who may need corrective action or intervention; focus on recognizing actions of employees that may lead to discipline.	Officers are unarmed on a daily basis but have access to a rifle in 2 limited situations: active shooter incident or someone brandishing a firearm on campus.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
							opportunities including self-defense classes.		
Stanford University Department of Public Safety https://police.stanford.edu/	N/A	No	See memo re campus legislation	SUDPS adheres to the CA Peace Officer Standards and Training (POST) practices for required ongoing training and professional development, including a 26-week police academy and supervised in-field training program. In addition to POST standards, SUDPS deputies receive other, monthly topic-specific trainings that can be viewed on their website, such as legal updates on use of force and domestic violence, crisis intervention and de-escalation, active shooter training, etc.	From statute, Cal. Penal Code §§ 13650, 830.6	See memo re campus legislation	N/A	Their Disciplinary Policy is currently under revision and not available on their website.	Deputies shall only use force which is necessary, given the facts and circumstances known to the deputy at the time of the event, to bring an incident under control. Every reasonable effort to de-escalate an uncooperative or actively resisting subject shall be made when feasible prior to use of force.

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Tulane University https://publicsafety.tulane.edu/	N/A	CALEA accredited	See memo re campus legislation	See memo re campus legislation	Patrol perimeter up to 1 mile off campus.	See memo re campus legislation	Community Policing Unit facilitates safety programs and events to provide safety education to Tulane community; also meets with incoming students and faculty. Community Liaison Program assigns officers to specific residence halls; promotes safety education. Active shooter training for students, faculty, and staff. Community may provide feedback on police service online (https://publicsafety.tulane.edu/submit-a-comment).	N/A	See memo re campus legislation

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Washington University St. Louis Police Department https://police.wustl.edu/	N/A	CALEA accredited	See memo re campus legislation	Officers receive ongoing progressive training.	Three patrol zones: the Delmar Zone, Greenway Zone, and Rosedale Zone covering campus and the immediate surrounding areas.	See memo re campus legislation	N/A	N/A	Officers are armed and possess authority to make arrests.
Yale University https://your.yale.edu/community/public-safety/yale-police-department	Advisory Committee on Community Policing plans, problem solves, and engages in strategies to promote public safety and understanding between police and campus community; meet 4 times/year. Serious use of force offenses are brought to Yale's Police Review Board, comprised of Yale community members outside of police department.	No	Department will accept and process requests for police reports generated by the New Haven Department of Police Services (the custodian of records for all police reports generated by Yale Police). Chief of Police may appoint 2 or more officers to act as Public Information Officers ("PIO") and serve as central point of contact for release of information and respond to media and public requests for information.	Basic Recruit Training in excess of 818 hours (CT POST training) followed by 12 weeks of supervised field training. Bi-annual in-service training to refresh skills and train on new techniques. Mandatory implicit-bias, de-escalation, and mental health training. Training exceeds the state and national requirements. Officers must wear body cameras;	On campus and within extended patrol area as agreed upon by New Haven Police Department (via MOU with NHPD).	Officers must be certified as required by the Connecticut Police Officer Standards and Training Council. Professional Standards Office appointed by Chief of Police conducts staff inspections and audits.	Community Engagement Team engages student groups, residential colleges, athletics department, New Haven communities, and others to be aware of campus needs and concerns. New Haven Community Police Partnership includes selected members of Yale Police Department with New Haven police department to participate in regularly scheduled (1/month) community management team	Employees must report any misconduct; reports of misconduct will be documented and reported by supervisor to the Office of Professional Standards. Failure to report misconduct will result in disciplinary action. All complaints against employees	Emphasis on de-escalation. Officers have duty to report excessive force used by another officer. Use only the amount of force necessary and reasonable to control a situation, make an arrest, overcome resistance to arrest, or defend self or others from harm. Officers prohibited from shooting at or from a moving vehicle unless reasonable belief deadly force is necessary. Force should not be used against persons in handcuffs except to prevent imminent bodily

Campus Police Departments at Ivy Plus Peers and Other Private Urban University Peers Outside of Maryland/DC									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			Chief of Police releases use of force report annually.	cameras must be activated at all times when interacting with public; officers subject to discipline if fail to adhere to body camera policy. Officers should be trained in proper treatment procedures for persons exposed to chemical sprays and effects from use of non-deadly force.		Officers must be at least 21 years old, with high school diploma or GED; pass a written, oral, and physical agility test; background, polygraph, and psychological test; mature and good character; approved by New Haven Board of Police Commissioners.	meetings in neighborhoods bordering Yale-a forum for city reps., businesses, and residents to share information and address neighborhood issues.	must be thoroughly investigated; Chief of Police will classify complaint as requiring either an Administrative Inquiry or an Internal Affairs Investigation. Illegal arrests may lead to legal action and liability against the officer; University will indemnify officers to extent required under CT law.	harm or as objectively reasonable. Any officer engaged in use of force is reviewed on <u>five levels</u>: shift supervisor, shift commander, division head, assistant chiefs, and Chief of Police.

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
American University https://www.american.edu/police/	N/A	No	N/A	Required to attend either 250 hours of basic training or training provided by the DC Consortium of Universities Campus Public Safety Institute. Officers receive bi-annual legal and defensive tactics updates in addition to crisis intervention, self-defense, and field training officer specialty training.	AU owned and leased properties in the city.	Officers are commissioned by DC Metropolitan Police Department's Security Officer Management Branch (SOMB) who conducts a background check and issues the University Special Police Officer Commission.	N/A	N/A	May make arrests, enforce the law, and investigate criminal acts on campus or on property owned or leased by AU.
Baltimore City Community College https://www.bccc.edu/domain/23	See memo re campus legislation	No	N/A	Must be trained according to guidelines established by MD Police Training Commission.	Property owned, leased, operated by, or under control of BCCC; works closely with BPD NW to share info and	N/A	Officers "shall meet the Community with respect and courtesy at all times. At no time shall we engage in hostile attitudes or use vulgar language when meeting the	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
					receive first responder support.		Public. Our demeanor shall always be friendly and never hostile. Customer Service Skills are the rule and not the exception.” Violation of this order shall be deemed “Conduct Unbecoming of an Officer” and subject to discipline in accordance with Article 31, MOU and/or the LEOBR.		
Catholic University of America Department of Public Safety https://public-safety.catholic.edu/services/index.html	N/A	No	N/A	10 Week Campus Public Safety Institute Program; 56-hour basic firearms course; Semi-annual firearms qualification.	From statute, D.C. Code § 5-129.02	See memo re campus legislation	N/A	N/A	N/A
Community College of Baltimore County https://www.ccbcmd.edu/Campus-Life-and-	N/A	No	N/A	Training pursuant to Md. Code Ann., Pub. Safety § 3-303.	CCBC-owned, leased, or rented property as described in the MOU with	N/A	N/A	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Activities/Public-Safety.aspx					Baltimore County PD.				
Coppin State University Campus Police https://www.coppin.edu/campus-police	N/A	No	N/A	See memo re campus legislation	From statute, Md. Code Educ. § 13-601; See memo re campus legislation	N/A	N/A	N/A	N/A
George Mason University https://police.gmu.edu/	N/A	While the GMU police department website represents that it is State-accredited with Virginia Law Enforcement Professional Standards Commission (https://police.gmu.edu/about-us/divisions/), there is no record of its accreditation on the VLEPSC website	N/A	Must complete state training.	“Streets, parking lots, building, and grounds” of its campuses; working relationship with state and county police.	New employees serve a 20-week probationary period during which they must complete an instruction course at the Northern Virginia Criminal Justice	Community may provide feedback on police service online (https://police.gmu.edu/about-us/commendation-and-complaint-form/). An LGBTQ liaison officer was established to enhance relationship between department and community’s LGBTQ community.	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
		(https://www.dcs.virginia.gov/law-enforcement/programs/vlep/accredited-agencies).				Training Academy. Officers must be at least 21 years old, with high schools diploma or GED; pass a written, oral, and physical agility test; background, polygraph, and psychological test; complete course at Virginia Department of Criminal Justice Services; complete a mandated Field			

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
						Training Program administered by GMU Police Department.			
George Washington University Police Department https://safety.gwu.edu/police	The Division of Safety & Facilities Student Advisory Board (SAB) aims to create greater transparency and partnership between GW's student body and university admins regarding campus safety. In collaboration with the greater student body, the advisory board identifies campus safety concerns, generates initiatives, and provides feedback to leadership.	CALEA accredited	GW Posts an Annual Statistical Review of Complaints Against Police Employees on their website. GW also posts a GWPDP Demographic Report each year to increase transparency regarding gender, race, and ethnicity of suspects stopped by GWPDP officers.	10-week Campus Public Safety Institute program.	Foggy Bottom and Mount Vernon campuses; Property owned, leased or controlled by GWU.	See memo re campus legislation	N/A	N/A	N/A
Georgetown University https://police.georgetown.edu/	Department website provides spreadsheet to show which officers have completed the bias/cultural	CALEA accredited (2019)	Student Safety Advisory Board established to create greater transparency and partnership	Required training on implicit bias/cultural competency several times per year; in person and online	Property owned, leased, or controlled by GU; working relationship with DC Metropolitan PD	Sexual Assault Response Team (SART):	Community Relations/Crime Prevention Unit plans, administers, and promotes	N/A	Officers are unarmed, special police officers with full arrest powers in buildings and on grounds controlled/owned by GU;

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
	competency training including a link to photos of the officers. (https://police.georgetown.edu/general-page/biastrainingschedule/)		between student body and Police department; board meets bi-weekly, consists of mixture of students and open to all; provides students opportunity to identify campus safety concerns and provide feedback to police. (https://police.georgetown.edu/georgetown-university-student-safety-advisory-board/#) GU Office of Assessment and Decision Support works with Police department to develop regular, standardized report to show trends and variation in officer-initiated stops; produced twice/year and show statistics by 1) reason for stop;	sessions; website provides spreadsheet to show which officers have completed the training. (https://police.georgetown.edu/general-page/biastrainingschedule/)	(info sharing); No MOU.	team of specially trained officers who provide coordinated response to reports of sexual assault.	programs to improve department relations with community. Community Liaison Officer Program created in 2008 to advance relations between department and community; each officer assigned to residence hall or area of campus; CLOs participate in meetings, crime prevention programs, and serve as point of contact and representative for Police department. Community programs include self-defense classes.		officers carry batons and pepper spray.

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			2) GU affiliation; 3) race; and 4) gender.						
Howard University Department of Public Safety https://publicsafety.howard.edu/	N/A	No	N/A	10 Week Campus Public Safety Institute program. Each year, members of HUDPS receive a series of in-service and specialized trainings to support the department’s training initiatives, introduce new segments into the core training program, and align their efforts with the 21st century policing training model. For example, in February 2022, officials from local and federal law enforcement agencies joined Howard University leaders to train and discuss best practices for managing active threats on campus.	Properties and facilities owned and operated by Howard University.	See memo re campus legislation	N/A	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
Morgan State University https://www2.morgan.edu/police	See memo re campus legislation	No	Officers must report to their immediate supervisor any use of force incident (including reporting other officers). Police management will review and evaluate traffic stop data on a regular or periodic basis for patterns of prohibited activity (i.e., stops based on race, ethnicity, age, or gender).	Officers must complete MD Police Training Commission approved course and receive 240 hours of field training. Periodic training on as needed basis to develop new skills to enhance police-citizen contacts (traffic/police stops).	On campus and in close proximity to campus for student-related incidents; MOU with BPD – BPD provides mutual aid and assistance with investigation and enforcement of crimes on and off campus.	See memo re campus legislation	N/A	All complaints of officer misconduct must be investigated; serious allegations will be investigated by designated supervisor or investigator assigned by Chief of Police. Officers have a duty to report misconduct by other officers.	Only use force as is reasonable in all circumstances; used only with greatest restraint and after discussion, negotiation, and persuasion have failed. Officers shall refrain from unnecessary infliction of pain or suffering and will never engage in cruel, degrading, or inhuman treatment of anyone. Degree of force used should be progressive along a continuum spanning from verbal commands to deadly force. Deadly force is authorized only in defense of self or another or to prevent escape of a suspect of a violent felony whom officer has probable cause to believe will pose a significant threat to others.

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
									Warning shots are not permitted. When transporting a prisoner, officers must take necessary precautions to protect safety of prisoner, the transporting officer, and the community.
Towson University Police https://www.towson.edu/public-safety/police/#:~:text=We%20are%20available%2024%2F7,campus's%20emergency%20blue%20light%20phones. https://www.towson.edu/public-safety/police/about/directives.html	See memo re campus legislation	CALEA and IACLEA accreditation	Community Safety Dashboard shares crime alerts and data online via an interactive crime map updated daily. TUPD publishes an annual report of information on all internal affairs complaints and investigations.	All officers must have completed recruit academy or comparative compliance training and received certification. All newly sworn in officers are assigned to a field training program that lasts at least 20 days. Officers receive in-service training including annual training on the agency's use of force directives, requalification with all issued and	Primary jurisdiction over property owned, leased, operated by, or under control of the University System of Maryland.	The agency, with the assistance of the Office of Human Resources develops a recruitment program to fill police vacancies.	TUPD holds community events to promote crime prevention and safety including Prescription Drug Take-Back, Coffee with a Cop, Safety Day, Mascot Days and more. In addition, TUPD's Community Outreach Unit works closely with campus leaders to provide security and safety programs, presentations, and workshops throughout the year.	Confidential Feedback Form to report officer misconduct. All complaints are investigated. Officers may choose to forego formal investigation and use the Alternative Punitive Disciplinary Process to accept recommended punitive	Officers may elect to use deadly force only when they reasonably believe that the actions are in defense of human life or in defense of any person in imminent danger of serious physical injury. Officers may use necessary and proportional force to repel force with force, using only the amount of force necessary to overcome attackers or resistance; when necessary to preserve the peace, prevent commission of offenses or prevent suicides or self-inflicted injuries when

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
				authorized firearms and legal updates and biennial training with less-lethal weapons and weaponless control techniques.				discipline in minor cases. An employee may be suspended on an emergency basis in limited circumstances.	necessary to overcome resistance to lawful arrests, searches and seizures, and prevent escapes from custody, or when in self-defense or in defense of another against unlawful violations to their person or their property.
University of D.C. https://www.udc.edu/public-safety/campus-police/	N/A	No	N/A	Mandatory yearly training, 40 hours for sworn officers and 16 hours for civilian personnel.	Buildings/properties owned or controlled by UDC; DC Metro PD has primary jurisdiction in all areas off campus, but UDC PD can respond to staff/student incidents adjacent to campus.	See memo re campus legislation	N/A	N/A	N/A
UMBC Police Department https://police.umbc.edu/	See memo re campus legislation	CALEA accredited	N/A	All newly hired officers must complete an MPCTC certified entry-level training program to which they are assigned by the UMBCPD prior to any routine assignment. The training program	From statute, Md. Code Educ. § 13-601; See memo re campus legislation	The UMBCPD maintains primary responsibility for conducting the hiring process, but	N/A	UMBCPD investigates all complaints and allegations of misconduct. Anyone may make a complaint either via	Officers may only use force objectively reasonable, necessary, and proportional to resolve an incident while protecting the lives of the members or others effectively and safely. UMBCPD members have a duty to intervene to prevent or stop the use

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
				includes a curriculum designed to teach the knowledge, skills, and abilities necessary to perform police officer functions required for patrol, use the evaluation techniques designed to measure competency in the required knowledge, skill and abilities expected of the officers, etc. A field officer training program is also administered. All personnel below the rank of Lieutenant are required to undergo and successfully complete daylight and reduced-light firearms requalification on a yearly basis. All personnel undergo annual retraining		authority for selection is shared with University HR Department. Notably, Truth Verification Examinations may be used as investigative aids during selection.		email, by phone, or in person. Complainants must receive an initial response within 72 hours and shall receive monthly updates until the complaint is resolved. Personnel who receive the complaint must notify the Deputy Chief of Police. The Chief will assign either a sergeant, lieutenant or deputy to conduct a follow-up investigation, based on the seriousness of the alleged offense. If an	of excessive force by another member toward any person. Members are responsible for explaining and articulating the specific facts and reasonable inferences from those facts which justify the member's use of force.

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
				programs, including legal updates.				officer uses deadly force or causes serious physical injuries, he will be removed from assignments pending review.	
University of Baltimore* (See University of Maryland, Baltimore below) *UB now contracts with UMB for police services https://www.ubalt.edu/about-ub/offices-and-services/university-police/	N/A	CALEA accredited	N/A	N/A	Via MOU, concurrent jurisdiction and authority with BPD within defined boundaries (approx. 40 square blocks from above Penn Station down to Madison Street).	In fall of 2021, UB entered into MOU with University of Maryland, Baltimore for UMB to provide police services while UB would continue to provide campus security by unarmed,	N/A	N/A	N/A

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
						civilian security staff; intended to go into effect in early 2022.			
University of Maryland, Baltimore Police Department https://www.umaryland.edu/police/ https://www.umaryland.edu/police/policies-and-procedures/	Safety Awareness Committee provides feedback to police department on new policies and procedures that have an impact on the university community; meet with representatives from the police department every other month to share safety information.	CALEA and IACLEA accreditation	N/A	Trained in accordance with guidelines established by the MD Police Training and Standards Commission.	From statute, Md. Code Educ. § 13-601; See memo re campus legislation	The Support Services Bureau Commander or designee should employ a comprehensive recruitment and selection strategy to recruit and select employees from a qualified and diverse pool of candidates. Minimally,	The UMBPD will establish and maintain positive relationships with the campus community through meetings, presentations, social events, and frequent non-enforcement interactions. The Community Outreach unit, COAST, was formed in 2018 to provide opportunities for the UMB community and its West Baltimore neighbors to connect. COAST will utilize social media, networking, and community-oriented policing with the	The Use of Force Review Board is established to review any application of force by a UMBPD officer.	Officers shall use only that amount of force that reasonably appears necessary given the facts and circumstances perceived by the officer at the time of the event to accomplish a legitimate law enforcement purpose. The reasonableness of force will be judged from the perspective of a reasonable officer on the scene at the time of the incident. Any evaluation of reasonableness must allow for the fact that officers are often forced to make split-second decisions about the amount of force that reasonably appears necessary in a particular situation, with limited information and in

Campus Police Departments at Baltimore-Area and DC-Area University Peers									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
						the Department should employ a comprehensive screening, background investigation, and selection process that assesses cognitive and physical abilities.	campus community and local neighborhoods. The UMBPD will promote and expand the Drug Abuse Resistance and Education (DARE) and Police Athletic/Activities League (PAL) programs by positively engaging the youth and partnering with the surrounding Baltimore City Public Schools. The UMBPD will receive additional training, including positive engagement with the community, de-escalation techniques, understanding youth brain development, the impact of trauma and/or mental health issues, cultural differences among populations, brain injuries,		circumstances that are tense, uncertain and rapidly evolving. Given that no policy can realistically predict every possible situation an officer might encounter, officers are entrusted to use well-reasoned discretion in determining the appropriate use of force in each incident.

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
							developmental disabilities, and more.		
University of Maryland – College Park https://www.umpd.umd.edu/	Chief of Police will conduct yearly administrative reviews to examine agency's commitment to impartial policing; analysis should include agency directives, practices, and citizen concerns including any corrective measures taken.	CALEA accredited	Officers will collect and submit information of all traffic stops (including race, gender, age, etc.); Chief of Police will periodically review the data and annual reports from Maryland Justice Analysis Center as a management tool to promote impartial policing and in training and counseling officers. Officers must report use of force in response to resistance to supervisory personnel and complete written report.	Officers must complete MD Police Training Commission approved course. Officers must wear body cameras; must notify persons that contact is being audibly and visually recorded; all officers in service of a search warrant must use a BWC during the course of the search; officers must download the video prior to the end of each shift. Remedial training provided when necessary to improve officers' performance in particular areas; remedial training may be indicated by: deficiencies noted	Via MOU, concurrent jurisdiction with Prince George's County PD on campus property and "areas adjacent to the campus" in College Park and Adelphi.	See memo re campus legislation	Crime Prevention Unit Commander is in charge of maintaining relations with community and identifying concerns; responsible for conducting a survey every 3 years of citizen attitudes and opinions including: overall agency performance; overall competence of employees; officers' attitudes and behavior toward citizens; community concerns over safety and security; and citizen's recommendations for improvement. Ride/Walk Along Program for university students, faculty, staff,	All complaints, including those of impartial policing will be investigated. Investigators shall consult the Disciplinary Action Recommendation Guide when complaints are sustained to make penalty recommendation to the Chief. If bias-based profiling occurs, corrective measures include	Emphasis on de-escalation techniques in all situations as necessary and practical to lessen the probability of use of force situation developing; techniques include communication, empathy, instinct, sound officer safety tactics. Reasonable force permitted when necessary to accomplish lawful objectives, effect an arrest, or defend officer or another from bodily harm. Deadly force permitted only when officer reasonably believes to be in defense of human life or in defense of a person in imminent danger of serious physical injury. Officers shall use techniques and strategies

Campus Police Departments at Baltimore-Area and DC-Area University Peers

University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
			Annual analysis of all use of force reports must identify date/time, types of encounters, trends/patterns related to race, age, and gender of subjects involved, trends/patterns resulting in injury to any person including employees; and impact of findings on policies, practices, equipment, and training.	during inspections/performance evals; sustained complaints against employee; poor performance in training program; and recommendation of the Training Committee. Initial and annual training in subjects that promote and encourage impartial policing in traffic stops, field contacts, and community interactions; training topics include officer safety, courtesy, cultural diversity, search and seizure, asset seizure, interview techniques, communication skills, discrimination, and constitutional and case law. Officers who shoot or critically injure			prospective students, officer applicants, and family members of officers.	informal counseling/monitoring; formal counseling/corrective actions; formal monitoring for 12 weeks or more with monthly formal reviews and reports; mandatory remedial or additional training; voluntary or mandatory referral to counseling; or reassignment.	to advance the reality of impartial policing. Officers using force must ensure appropriate medical aid is rendered as quickly as reasonably possible; EMS should be notified immediately.

Campus Police Departments at Baltimore-Area and DC-Area University Peers									
University/College	Public Accountability & Oversight	Accreditation	Transparency & Reporting	Training	Physical Jurisdiction	Workforce /Hiring	Community Engagement	Officer Discipline	Authority/Use of Force
				persons in the line of duty will receive post-trauma debriefs within 8 hours and other post-trauma mental health services as necessary.					

APPENDIX III

50 State Legislative Survey – Comparison Chart

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
1	Alabama	Ala. Code § 36-21-45 (1975) The Alabama Peace Officers’ Standards and Training Commission must hold public hearings on standards relating to the physical, mental and moral fitness of any applicant for or appointee as a law enforcement officer.	Ala. Code § 36-21-45 (1975) The Alabama Peace Officers’ Standards and Training Commission must make reports concerning the recruitment, selection, and training of law enforcement officers in the state. The Commission must make reports from time to time concerning the work and the curriculum and courses offered by law enforcement training schools in the state. The Commission must gather statistics and data relating to standards and training and make them available to governmental entities upon request.	Ala. Code § 36-21-46 (1975) Prior to certification, the applicant shall complete the required course of training established by the commission.	Ala. Code § 6-5-338 (1975) Every peace officer employed or appointed in the state shall at all times be deemed to be officers of the state and as such shall have immunity from tort liability arising out of their conduct in performance of any discretionary function within the line and scope of their law enforcement duties.	Ala. Code § 36-21-46 (1975) Applicants and appointees as law enforcement officers must submit to the appointing authority an application for employment verified by affidavit of the applicant and showing compliance with the following qualifications: (1) The applicant shall be not less than 19 years of age at the time of appointment. (2) The applicant shall be a graduate of a high school accredited with or approved by the State Department of Education or shall be the holder of a certificate of high	N/A	Ala. Code § 36-21-52 (1975) The certification or authority of any law enforcement officer certified by the Alabama Peace Officers' Standards and Training shall be revoked by the commission when a law enforcement officer is convicted of a felony. Any law enforcement officer whose certification or authority is revoked pursuant to this section may request a hearing before the commission concerning the revocation. The only issue at the hearing shall be whether the revocation was based on a felony conviction of the officer.	Ala. Code § 13A-3-27 (1975) A peace officer is justified in using that degree of physical force which he reasonably believes to be necessary, upon a person in order to: (1) make an arrest for a misdemeanor, violation or violation of a criminal ordinance, or to prevent the escape from custody of a person arrested for a misdemeanor, violation or violation of a criminal ordinance, unless the peace officer knows that the arrest is unauthorized; or	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
						school equivalency issued by general educational development. (3) Prior to certification, the applicant shall complete the required course of training established by the commission. An applicant may be provisionally appointed for a period of six months. No individual may be employed for an additional period until that individual is certified by the commission. (4) The applicant shall be certified by a licensed physician designated as satisfactory by the appointing authority as in good health and physically fit for the performance of the duties of a law enforcement officer. (5) The			(2) To defend himself or a third person from what he reasonably believes to be the use or imminent use of physical force while making or attempting to make an arrest for a misdemeanor, violation or violation of a criminal ordinance, or while preventing or attempting to prevent an escape from custody of a person who has been legally arrested for a misdemeanor, violation or violation of a criminal ordinance. A peace officer is justified in using deadly physical force upon another person when and to the extent that he reasonably	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
						applicant shall be a person of good moral character and reputation. In making this determination, the commission shall consider convictions for misdemeanors and other factors set forth in its duly adopted and promulgated rules. No person who has been convicted of a felony shall be certified, employed, appointed, or approved by the commission as a law enforcement officer.			believes it necessary in order: (1) To make an arrest for a felony or to prevent the escape from custody of a person arrested for a felony, unless the officer knows that the arrest is unauthorized; or (2) To defend himself or a third person from what he reasonably believes to be the use or imminent use of deadly physical force.	
2	Alaska	N/A	N/A	Alaska Stat. § 18.65.220; Alaska Stat. § 18.65.240 The Alaska Police Standards Council has the power to establish minimum standards for employment as a police officer and certify persons to be qualified as police officers. The	N/A	Alaska Stat. § 18.65.240; Alaska Stat. § 18.65.242 A person may not be appointed as a police officer unless the person (1) has satisfactorily completed a basic program of police	N/A	Alaska Stat. § 18.65.245 The Council may revoke a certificate of an officer who fails to meet the standards adopted by the Council under AS 18.65.242(a).	Alaska Stat. § 11.81.370 A peace officer may use nondeadly force and may threaten to use deadly force when and to the extent the officer reasonably	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				Council establishes the minimum criminal justice curriculum requirements for basic, specialized, and in-service courses and programs for schools operated by or for the state or a political subdivision of the state for the specific purpose of training police recruits, which includes at least 12 hours of instruction regarding domestic violence and at least 12 hours of instruction regarding sexual assault.		training approved by the council and (2) possesses other qualifications the council has established for the employment of police officers, including minimum age, education, physical and mental standards, citizenship, moral character, and experience. The council shall prescribe the means of presenting evidence of fulfillment of these requirements. The council shall issue a certificate to applicants who meet the above standards.			believes it necessary to make an arrest, to terminate an escape or attempted escape from custody, or to make a lawful stop. The officer may use deadly force only when and to the extent the officer reasonably believes the use of deadly force is necessary to make the arrest or terminate the escape or attempted escape from custody of a person the officer reasonably believes (1) has committed or attempted to commit a felony which involved the use of force against a person; (2) has escaped or is attempting to escape from custody while in	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
									possession of a firearm on or about the person; or (3) may otherwise endanger life or inflict serious physical injury unless arrested without delay.	
3	Arizona	N/A	Ariz. Rev. Stat. Ann. § 38-1118 A law enforcement agency shall collect and report use-of-force incidents involving law enforcement officers to the Arizona criminal justice commission beginning January 1, 2022. A law enforcement agency shall submit reports on use-of-force incidents to the Arizona criminal justice commission at least annually thereafter. The reported data may not include any identifying information on a law enforcement officer	Ariz. Rev. Stat. Ann. § 36-2228 Law enforcement officers shall receive training regarding the identification of a person suffering from an opioid-related drug overdose and the use of naloxone hydrochloride or other opioid antagonists. Ariz. Rev. Stat. Ann. § 41-1822 The Arizona Peace Officer Standards and Training Commission shall prescribe minimum courses of training for law enforcement officers. Training shall include,	Ariz. Rev. Stat. Ann. § 12-820.02 Unless a public employee acting within the scope of the public employee's employment intended to cause injury or was grossly negligent, neither a public entity nor a public employee may be held civilly liable.	Ariz. Rev. Stat. Ann. § 38-201 Arizona establishes minimum age, citizenship, residency, literacy requirements for law enforcement officers. Specifically, Arizona requires that the officer be a citizen of the United States, be a resident of Arizona, be eighteen years old, and be able to speak, write, and read the English language.	N/A	Ariz. Rev. Stat. Ann. § 41-1822 The Arizona Peace Officer Standards and Training Commission may receive complaints of peace officer misconduct from any person, request law enforcement agencies to conduct investigations, and conduct independent investigations of officers. Ariz. Rev. Stat. Ann. § 38-1103 A law enforcement officer is not subject	Ariz. Rev. Stat. Ann. § 13-410 The use of deadly force by a peace officer against another is justified pursuant to section 13-409 only when the peace officer reasonably believes that it is necessary: 1. To defend himself or a third person from what the peace officer reasonably believes to be the use or imminent use of deadly physical force. 2. To effect an arrest or prevent the	Ariz. Rev. Stat. Ann. § 41-1822 Training shall include: (a) Courses in responding to and reporting all criminal offenses that are motivated by race, color, religion, national origin, sexual orientation, gender or disability.

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
			and the data collected and reported shall be consistent with the federal bureau of investigation's national use-of-force data collection. The Arizona criminal justice commission shall publish the data reported during the immediate past year under subsection A of this section beginning March 1, 2023 and on or before March 1 of each year thereafter, including statewide aggregate data and agency-specific data, in a publicly available database. On or before January 1, 2025, the Arizona criminal justice commission shall conduct an analysis of law enforcement agency use-of-force rates reported pursuant to this section and shall release the	among other subjects, courses in responding to and reporting all criminal offenses that are motivated by race, color, religion, national origin, sexual orientation, gender or disability.				to disciplinary action except for just cause. Ariz. Rev. Stat. §§ 38-1101—38-1120 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	escape from custody of a person whom the peace officer reasonably believes: (a) Has committed, attempted to commit, is committing or is attempting to commit a felony involving the use or a threatened use of a deadly weapon. (b) Is attempting to escape by use of a deadly weapon. (c) Through past or present conduct of the person which is known by the peace officer that the person is likely to endanger human life or inflict serious bodily injury to another unless apprehended without delay. (d) Is necessary to lawfully suppress a	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
			analysis of trends or disparities in the use-of-force incident data, if any, to the public. The Arizona criminal justice commission shall update this report at least once every five years.						riot if the person or another person participating in the riot is armed with a deadly weapon. A peace officer is justified in threatening to use deadly physical force when and to the extent a reasonable officer believes it necessary to protect himself against another's potential use of physical force or deadly physical force.	
4	Arkansas	Ark. Code Ann. § 12-12-1404 The Arkansas Commission on Law Enforcement Standards and Training may review and recommend changes to the racial profiling	Ark. Code Ann. § 12-12-211 The Arkansas Crime Information Center shall make criminal history records on persons available. Release of other noncriminal history records shall be in accordance with policies and rules	Ark. Code Ann. § 12-9-106 All law enforcement officers must complete a program of police training at a school approved by the Law Enforcement Standards and Training Commission.	Ark. Code Ann. § 16-66-119 Any sheriff or other law enforcement officer acting reasonably, in good faith, and not in violation of clearly established law, and exercising due care while serving and executing writs of	Ark. Code Ann. § 12-9-106 The Arkansas Commission on Law Enforcement Standards and Training shall provide by rule that a person shall not be appointed as a law enforcement officer, except on a	N/A	Ark. Code Ann. § 12-9-602 Separation from employment or appointment includes any firing, termination, resignation, retirement, or voluntary or involuntary extended leave of absence of	Ark. Code Ann. § 5-2-610 A law enforcement officer is justified in using nondeadly physical force or threatening to use deadly physical force upon another person if the law enforcement officer reasonably	Ark. Code Ann. § 12-12-1404 Task Force on Racial Profiling [See training and public accountability columns for details]

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
		policy of any law enforcement agency. Upon request, the racial profiling policy of any law enforcement agency shall be made available to the commission. The commission may establish a toll-free hotline and an email address to receive complaints concerning racial profiling.	established by the Supervisory Board for the Arkansas Crime Information Center.	Ark. Code Ann. § 12-12-1404. Racial Profiling Training. Each law enforcement agency shall provide annual training to all officers that: (1) Emphasizes the prohibition against racial profiling; (2) Ensures that operating procedures adequately implement the prohibition against racial profiling and that the law enforcement agency's law enforcement personnel have copies of, understand, and follow the operating procedures; and (3) Includes foreign language instruction, if possible, to ensure adequate communication with residents of a community. (b) The course or courses of instruction and the guidelines shall stress understanding and respect for racial, ethnic, national, religious, and cultural differences and development of effective	execution shall have immunity from suit and civil liability and shall not be liable for any civil damages for acts performed in the official performance of his or her duties.	temporary basis not to exceed nine months, unless the person has satisfactorily completed a program of police training at a school approved by the commission. In addition, the commission, by rules, shall fix such other qualifications as it deems necessary. The commission shall issue a certificate evidencing satisfaction of the requirements of this section to any applicant who presents such evidence as may be required by its rules of satisfactory completion of a program or course of instruction in this or another state conforming to the content and quality required by the		any law enforcement offices. Reasons for separation of employment may include: (A) failure to meet the minimum qualifications for employment or appointment as a law enforcement officer; (B) violation of state or federal law; (C) violation of the regulations of the law enforcement agency; (D) The law enforcement officer resigned or retired while he or she was the subject of a pending internal investigation; (E) excessive use of force; or (F) dishonesty or untruthfulness. Ark. Code Ann. §§ 14-52-301—14-52-307 Law Enforcement Officers' Bill of Rights ("LEOBR").	believes the use of nondeadly physical force or the threat of use of deadly physical force is necessary to: (1) Effect an arrest or to prevent the escape from custody of an arrested person unless the law enforcement officer knows that the arrest is unlawful; or (2) Defend himself or herself or a third person from what the law enforcement officer reasonably believes to be the use or imminent use of physical force while effecting or attempting to effect an arrest or while preventing or attempting to prevent an escape.	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				and appropriate methods of carrying out law enforcement duties. (c)(1) The Arkansas Commission on Law Enforcement Standards and Training shall adopt an initial training module concerning diversity and racial sensitivity for recruits and officers. (2) The commission shall also adopt a training module for biennial recertification for all recruits and officers who have completed the initial training module. Ark. Code Ann. §§ 12-9-113, 114, 116, 119, 122, 123 In accordance with the certification requirements of the Arkansas Commission on Law Enforcement Standards and Training for law enforcement officers, all new law enforcement officers in the State of Arkansas shall complete at least 20		commission for approved education and training.			A law enforcement officer is justified in using deadly physical force upon another person if the law enforcement officer reasonably believes that the use of deadly physical force is necessary to: (1) Effect an arrest or to prevent the escape from custody of an arrested person whom the law enforcement officer reasonably believes has committed or attempted to commit a felony and is presently armed or dangerous; or (2) Defend himself or herself or a third person from what the law enforcement officer reasonably believes to be the	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				hours of training in domestic violence and 20 hours of training in child abuse; 20 hours of training on sexual assaults; 16 hours of training related to behavioral health crisis intervention in a law enforcement context; training related to the investigation of unidentified and missing persons; training related to persons with disabilities; and training relating to identifying persons experiencing overdose of a controlled substance and the ways to safely assist that person. The training that addresses domestic violence shall include a brief current and historical context on: (A) Communities of color impacted by incarceration and violence; (B) Enforcement of criminal laws in situations in which an offense against a family or household member has occurred; (C)					use or imminent use of deadly physical force.	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				Availability of civil remedies and community resources; and (D) Protection of the victim.						
5	California	N/A	Cal Penal Code § 13510.05 The Commission on Peace Officer Standards and Training shall submit a yearly report to the Governor and legislature related to the hiring and training statistics.	Cal Penal Code §§ 13514.5, 13515, 13515.25, 13515.29, 13516, 13517, 13519, 13519.4, 13519.41, 13519.10 The Commission shall implement a course of instruction for the training of law enforcement officers in the handling of acts of civil disobedience and adopt guidelines that may be followed by police agencies in responding to acts of civil disobedience. The course shall include training on the use of force. Officers must also complete additional trainings on specific topics, such as (1) elder and dependent adult abuse (2) Persons with mental disabilities, (3)	Cal Civil Code § 43.55 There shall be no liability on the part of, and no cause of action shall arise against, any peace officer who makes an arrest pursuant to a warrant of arrest regular upon its face if the peace officer in making the arrest acts without malice and in the reasonable belief that the person arrested is the one referred to in the warrant.	Cal Penal Code §§ 13510, 13510.1 The Commission shall adopt rules establishing minimum standards relating to moral, physical, and mental fitness that govern the recruitment of officers. The commission shall establish a certification program for peace officers. Basic, intermediate, advanced, supervisory, management, and executive certificates shall be established for the purpose of fostering professionalization, education, and experience	N/A	Cal Penal Code § 13510.8 A peace officer may have their certification revoked or suspended if the person is terminated for cause or otherwise engaged in serious misconduct, which includes: (1) Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing	Cal Penal Code § 835a A peace officer is justified in using deadly force upon another person only when the officer reasonably believes, based on the totality of the circumstances, that such force is necessary for either of the following reasons: (A) To defend against an imminent threat of death or serious bodily injury to the officer or to another person. (B) To apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily	Cal Penal Code §§ 1319.4, 13519.41 The Commission establishes guidelines and training for peace officers on the racial and cultural differences among residents of the state. The course or courses of instruction and the guidelines shall stress understanding and respect for racial, identity, and cultural differences, and development of effective, noncombative

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				interactions with persons with mental illness or intellectual disability, (4) sexual assault, (5) child abuse or neglect, (6) domestic violence, (7) racial, identity and cultural diversity, (8) sexual orientation and gender identity, and (10) use of force.		necessary to adequately accomplish the general police service duties. Certificates shall be awarded on the basis of a combination of training, education, experience, and other prerequisites, as determined by the commission.		evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct. (2) Abuse of power, including, but not limited to, intimidating witnesses, knowingly obtaining a false confession, and knowingly making a false arrest. (3) Physical abuse, including, but not limited to, the excessive or unreasonable use of force. (4) Sexual assault (5) Demonstrating bias on the basis of race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or	injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended. Where feasible, a peace officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used, unless the officer has objectively reasonable grounds to believe the person is aware of those facts. A peace officer shall not use deadly force against a person based on the danger that person	methods of carrying out law enforcement duties in a diverse racial, identity, and cultural environment. The Commission shall also implement a course of training regarding sexual orientation and gender identity minority groups, which shall include education on the difference between sexual orientation and gender identity, proper terminology, how to create an inclusive workplace, how to respond

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
								department policy or inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. (6) Acts that violate the law and are sufficiently egregious or repeated as to be inconsistent with a peace officer's obligation to uphold the law or respect the rights of members of the public (7) Participation in a law enforcement gang. (8) Failure to cooperate with an investigation into potential police misconduct, and (9) Failure to intercede when present and observing another officer using force that is clearly beyond that which is necessary. Cal. Gov't Code §§ 3300—3313	poses to themselves, if an objectively reasonable officer would believe the person does not pose an imminent threat of death or serious bodily injury to the peace officer or to another person. Cal Gov't Code Ann. § 7286.5 A law enforcement agency shall not authorize the use of a carotid restraint or choke hold by any peace officer Cal Gov't Code § 7286 Each law enforcement agency shall, by no later than January 1, 2021, maintain a policy that provides a	effectively to hate crimes.

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
								Law Enforcement Officers’ Bill of Rights (“LEOBR”).	minimum standard on the use of force. Each agency's policy shall include all of the following: (1) A requirement that officers utilize de-escalation techniques, crisis intervention tactics, and other alternatives to force when feasible. (2) A requirement that an officer may only use a level of force that they reasonably believe is proportional to the seriousness of the suspected offense or the reasonably perceived level of actual or threatened resistance. (3) A requirement that officers immediately report potential excessive force to a superior officer when	

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
									present and observing another officer using force that the officer believes to be beyond that which is necessary, as determined by an objectively reasonable officer under the circumstances based upon the totality of information actually known to the officer.	
6	Colorado	Colo. Rev. Stat. Ann. § 24-31-902 By July 1, 2023 all local law enforcement agencies in the state and the Colorado state patrol shall provide body-worn cameras for each peace officer of the law enforcement agency who	Colo. Rev. Stat. Ann. § 24-31-903 Beginning July 1, 2023, the division of criminal justice in the department of public safety shall create an annual report including all of the information that is reported to the division. Beginning April 1, 2022, the Colorado state patrol and each local law enforcement agency	Colo. Rev. Stat. Ann. §§ 24-31-312, 313, 313.5, 315 The Peace Officers Standards and Training Board (“P.O.S.T. board”) prepares the school resource officer training curriculum to prepare peace officers, which must be completed within six months of a peace officers’ assignment.	Colo. Rev. Stat. Ann. § 13-21-131 A peace officer who subjects or causes to be subjected, including failing to intervene, any other person to the deprivation of individual rights, is liable to the injured party for legal or equitable relief. Statutory immunities and statutory	Colo. Rev. Stat. Ann. § 24-31-305 Basic peace officer certification requirements include: (I) Successful completion of a high school education or its equivalent; (II) Successful completion of basic training approved by the P.O.S.T. board; (III) Passage	Colo. Rev. Stat. Ann. § 24-31-602 The “Safe2tellAct” is designed to empower students and the community by offering a comprehensive program of education, awareness,	Colo. Rev. Stat. Ann. § 24-31-904 The P.O.S.T. board shall permanently revoke a peace officer’s certification if: (I) The P.O.S.T. certified peace officer is convicted of or pleads guilty or nolo contendere to a crime involving the unlawful use of physical force or a crime involving the failure to	Colo. Rev. Stat. Ann. § 18-1-707 Peace officers, in carrying out their duties, shall apply nonviolent means, when possible, before resorting to the use of physical force. A peace officer may use physical force only if nonviolent means would be ineffective in	Colo. Rev. Stat. Ann. § 24-31-309 Racial profiling, defined as the practice of relying solely on race, ethnicity, gender, national origin, language, religion, sexual orientation, gender identity,

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
		interacts with members of the public. A peace officer shall wear and activate a body-worn camera or dash camera, if the peace officer's vehicle is equipped with a dash camera, when responding to a call for service, entering into a premises for the purposes of enforcing the law or in response to a call for service, during a welfare check except for a motorist assist, or during any interaction with the public initiated by the peace officer, whether consensual or nonconsensual, for the purpose	that employs peace officers shall report to the division of criminal justice the following using data-collection methods developed for this purpose by the division of criminal justice in conjunction with the Colorado bureau of investigation and local law enforcement agencies: (a) All use of force by its peace officers that results in death or serious bodily injury or that involves the use of a weapon, (b) All instances when a peace officer resigned while under investigation for violating department policy; (c) All data relating to contacts and entries into a residence, including a forcible entry, conducted by its peace officers; (d) All instances of unannounced entry into a residence, with or without a warrant;	The P.O.S.T. board shall also implement a training curriculum to prepare peace officers to recognize and address incidents of abuse and exploitation of at-risk-elders and at-risk adults with intellectual and developmental disabilities. Officers are required to attend annual in-service training programs including proper restraint and holds training, a 2-hour anti-bias training, and, in alternating years, either a 2-hour community policing and community partnerships training program or a two-hour situation de-escalation training. Officers must complete the training at least once every 5 years or face suspension.	limitations on liability, damages, or attorney fees do not apply to claims brought pursuant to this section. The "Colorado Governmental Immunity Act", article 10 of title 24, does not apply to claims brought pursuant to this section. Qualified immunity is not a defense to liability pursuant to this section. However, a peace officer's employer shall indemnify its peace officers for any liability incurred by the peace officer and for any judgment or settlement entered against the peace officer for claims arising pursuant to this section.	of examinations administered by the P.O.S.T. board; and (IV) Current first aid and cardiopulmonary resuscitation certificates or their equivalents. Colo. Rev. Stat. Ann. § 24-31-304 A person seeking to enroll in a peace officer training academy shall submit fingerprints to the academy prior to enrolling, to be forwarded to the CO Bureau of Investigation for a fingerprint-based criminal history record check.	and training and a readily accessible tool that allows students and the community to easily provide anonymous information about unsafe, potentially harmful, dangerous, violent, or criminal activities in schools, or the threat of these activities, to appropriate law enforcement and public safety agencies and school officials; and The ability to anonymously report	intervene in the use of unlawful force and the incident resulted in serious bodily injury or death to another person; (II) The P.O.S.T. certified peace officer is found civilly liable for the use of unlawful physical force, or is found civilly liable for failure to intervene in the use of unlawful force and the incident resulted in serious bodily injury or death to another person; (III) An administrative law judge, hearing officer, or internal investigation finds that a peace officer used unlawful physical force, failed to intervene, or violated section 18-1-707, and the incident resulted in bodily injury or death to another person; (IV) An administrative law judge, hearing officer, or internal	effecting an arrest, preventing an escape, or preventing an imminent threat of injury to the peace officer or another person. When physical force is used, a peace officer shall: (a) Not use deadly physical force to apprehend a person who is suspected of only a minor or nonviolent offense; (b) Use only a degree of force consistent with the minimization of injury to others; (c) Ensure that assistance and medical aid are rendered to any injured or affected persons as soon as practicable; and (d) Ensure that any identified relatives or next of kin of	gender expression, age, or disability in policing is prohibited.

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		of enforcing the law or investigating possible violations of the law. The body-worn camera or dash camera does not need to be on when en route to a call for service but should be turned on shortly before the vehicle approaches the scene.	and the number of officer-involved civilian deaths. Colo. Rev. Stat. Ann. § 18-8-802 A peace officer who witnesses another peace officer in pursuance of such other peace officer's law enforcement duties in carrying out an arrest of any person, placing any person under detention, taking any person into custody, booking any person, or in the process of crowd control or riot control, use physical force which exceeds the degree of physical force permitted pursuant to section 18-1-707 must report such use of force to such officer's immediate supervisor.				information about unsafe, potentially harmful, dangerous, violent, or criminal activities in schools before or after they have occurred is critical in reducing, responding to, and recovering from these types of events in schools.	investigation finds that a peace officer failed to intervene pursuant to section 18-8-805(5) and the incident resulted in death to another person; or (V) An administrative law judge, hearing officer, or internal investigation finds that a peace officer violated section 18-8-805(1) or (2)(a)(I) and the incident resulted in death to another person. Colo. Rev. Stat. Ann. § 24-31-902 If an officer fails to activate a body-worn camera or dash camera as required or tampers with the footage, there is a permissive inference in any investigation or legal proceedings that the missing footage would have reflected misconduct by the	persons who have sustained serious bodily injury or death are notified as soon as practicable. A peace officer is prohibited from using a chokehold upon another person. A peace officer is justified in using deadly physical force to make an arrest only when all other means of apprehension are unreasonable given the circumstances and: (a) The arrest is for a felony involving conduct including the use or threatened use of deadly physical force; (b) The suspect poses an immediate threat of death or serious bodily injury to the	

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								peace officer. In addition, the peace officer's employer shall impose discipline up to and including termination.	peace officer or another person; (c) The force employed does not create a substantial risk of injury to other persons. Colo. Rev. Stat. Ann. § 18-8-803 Subject to the provisions of section 18-1-707, a peace officer who uses excessive force in pursuance of such officer's law enforcement duties shall be subject to the criminal laws of this state to the same degree as any other citizen, including the provisions of part 1 of article 3 of this title concerning homicide and related offenses and the provisions of part 2 of said	

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									article 3 concerning assaults. As used in this section, “excessive force” means physical force which exceeds the degree of physical force permitted pursuant to section 18-1-707. The use of excessive force shall be presumed when a peace officer continues to apply physical force in excess of the force permitted by section 18-1-707 to a person who has been rendered incapable of resisting arrest.	
7	Connecticut	Conn. Gen. Stat. Ann. § 7-294aaa Town legislatures may establish civilian	Conn. Gen. Stat. Ann. § 7-294c Police Officer Standards and Training Council shall file an annual report to Governor and	Conn. Gen. Stat. Ann. §§ 7-294a, f, g, h, l, n, o, q, r, s, gg, hh Officers must be trained by Police Officer	Conn. Gen. Stat. Ann. § 4-165 State officers shall not be personally liable for damage or injury caused (not	Conn. Gen. Stat. Ann. § 7-291c Agencies may not hire officers who were dismissed for malfeasance or	N/A	Conn. Gen. Stat. Ann. § 7-294bb Agencies must develop and implement a written policy on accepting,	Conn. Gen. Stat. Ann. §§ 53a-18, 19, 20, 21, 22, 23 Use of physical force justifiable when reasonable	Conn. Gen. Stat. Ann. § 7-291a If an agency serves a community

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		police review boards.	joint standing committees of General Assembly with data on (1) comprehensive municipal police training plan; (2) recruitment retention and promotion of minority police officers; and (3) accounting for all grants, contributions, gifts, donations, or other financial assistance. Conn. Gen. Stat. Ann. § 51-277a Upon conclusion of a use of force incident resulting in death, the Inspector General shall file a report with the Chief State's Attorney detailing circumstances, determination whether use of force was justifiable under § 53a-22, and recommended future action to be taken by Inspector	Standards and Training Council. Officers must be trained in sexual assault investigation, rape crisis intervention; domestic violence, child abuse, suicide intervention; handling juveniles and adults with autism spectrum disorder, cognitive impairment or nonverbal learning disorder; gang-related violence; crimes motivated by bigotry or bias; missing persons; eyewitness IDs; incidents involving individuals with serious mental illness; cultural competency; implicit bias; body worn recording equipment; resilience and self-care techniques; and crowd management. Conn. Gen. Stat. Ann. § 17a-106f Officers must receive training regarding	wanton, reckless, or malicious) caused in the discharge of his or her duties or within scope of employment.	other serious misconduct regarding fitness to serve as officer; may not hire officers who resigned or retired while under investigation for malfeasance or serious misconduct. Conn. Gen. Stat. Ann. §§ 7-294a, 294d Provides requirements and qualifications for officers.		processing, and investigating public complaints of alleged misconduct by law enforcement officers. Conn. Gen. Stat. Ann. § 7-294d Provides procedures for officers accused of misconduct.	and necessary to maintain order, deadly physical force permitted only when reasonable belief that it is necessary to prevent death or serious physical injury. Conn. Gen. Stat. Ann. § 51-277a When officer uses physical force on another causing death or uses deadly force, Division of Criminal Justice must open investigation and determine whether the force was justifiable under § 53a-22. Conn. Gen. Stat. Ann. § 7-282e Officers have duty to intervene and to report when witnessing another	with relatively high concentration of minority residents, the agency shall make efforts to recruit, retain, and promote minority police officers. Conn. Gen. Stat. Ann. § 7-294n Every basic police training program must include training related to crimes motivated by bigotry or bias. Conn. Gen. Stat. Ann. § 54-1m Agencies must adopt a written policy that prohibits the stopping,

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			General as a result of incident. Conn. Gen. Stat. Ann. § 7-282e Officers must report use of excessive force to the law enforcement unit. Conn. Gen. Stat. Ann. § 54-1t Officers must document any use of an electronic defense weapon in use of force reports.	trafficking of minor children. Conn. Gen. Stat. Ann. § 46b-38b Officers shall be trained in arrest policies in family violence incidents.					officer using excessive force; no retaliation against officer intervening or reporting. detention, or search of a person when such action is solely motivated by race, color, ethnicity, age, gender or sexual orientation. Conn. Gen. Stat. Ann. § 7-294s Officers must be trained in cultural competency and sensitivity and bias-free police training (implicit bias training).	
8	Delaware	N/A	Del. Code Ann. tit. 29, § 2553 Division of Civil Rights and Public Trust shall investigate all hate crimes; use of deadly force by officers; and	Del. Code Ann. tit. 11, §§ 8401 – 8410 Officers must be trained to identify symptoms of mental disability, illness, and/or physical disability	Del. Code Ann. tit. 10, §§ 4001, 4011 Officers are immune from suit on any and all tort claims for damages.	Del. Code Ann. tit. 11, §§ 8404-05 Provides requirements for officers' certification.	N/A	Del. Code Ann. tit. 11, § 9200 <i>et seq.</i> Provides procedures for officers under investigation for any reason which could lead to disciplinary	Del. Code Ann. tit. 11, § 467 Use of force is justifiable when reasonable belief that force is immediately	N/A

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			may issue a public report on race of officers, individuals involved, and whether race was relevant or motivating factor in using force.	and how to respond appropriately.				action, demotion, or dismissal. Del. Code Ann. tit. 11, §§ 9200—9209 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	necessary to effect arrest; force necessary to prevent physical harm to a person taken hostage. Use of deadly force is justifiable if all other reasonable means of apprehension have been exhausted; reasonable belief that arrest is for a crime involving physical injury or threat; deadly force is directed at a vehicle for purpose of effecting arrest and reasonable belief that arrest is for a felony involving physical injury or threat; no substantial risk of injury to innocent people; reasonable belief of substantial risk that person to be arrested will cause	

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									death or serious physical injury. Use of force justifiable to prevent suicide or inflict injury on self. Del. Code Ann. tit. 11, § 607A Officers may not use aggravated strangulation (chokehold) unless reasonable belief that use of deadly force is necessary to protect the life of a civilian or an officer; violation of this section constitutes a felony.	
9	Florida	N/A	Fla. Stat. Ann. § 943.05 Criminal Justice Information Program shall prepare and disseminate semi-annual reports to Governor, legislature,	Fla. Stat. Ann. § 943.135 Provides requirements for continued employment with law enforcement agency; must receive periodic commission approved	Fla. Stat. Ann. § 776.06 Officer not liable for use of stun gun/taser in any civil or criminal action if used in good	Fla. Stat. Ann. § 943.13 Provides minimum qualifications for officers' employment (19 years old, US citizen,	Fla. Stat. Ann. § 943.1729 Criminal Justice Standards and Training Commission	Fla. Stat. Ann. §§ 112.532, 533, 534 Provides rights and procedures for officers accused of misconduct.	Fla. Stat. Ann. § 776.05 Officers may use force to arrest when reasonable belief necessary to defend self or	Fla. Stat. Ann. § 943.1715 As part of basic skills training, officers must complete special training

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			all criminal justice agencies, and upon request, the public; reports shall include types of crime reported, offenders, arrests, and victims. Fla. Stat. Ann. § 943.6872 Beginning July 2022, agencies must report quarterly to the department any data regarding use of force by officers that results in serious bodily injury, death, or discharge of firearm at a person.	training or education, at the rate of 40 hours every 4 years. Fla. Stat. Ann. §§ 943.17, 171, 1715, 1716, 1717, 1718, 172, 1725, 1726, 17261, 1727, 1728, 17926, 17297, 17928, 1758, 1735 Officers must be trained in: handling domestic violence cases; use of stun guns; body-worn cameras; using electronic databases; victims assistance and rights; sexual assault investigation; HIV/AIDS; diabetic emergencies; medical use of marijuana; autism spectrum disorder; community policing; juvenile sex offender investigation; elder abuse and neglect; human trafficking; head trauma and brain injury in children under 6; use of force policies (including alternatives and de-escalation techniques); diverse populations; duty	faith within scope of duties.	high school graduate or equivalent; physical exam). Fla. Stat. Ann. § 943.131 Provides for temporary employment of officer who has not met the requirements of 943.13 but a “critical need” exists to employ the person.	may incorporate community policing concepts into course curriculum for officers to obtain certification; may also establish continuing training requirements in community policing.	Fla. Stat. §§ 112.531—112.535 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	another from bodily harm while making arrest; when retaking felons who have escaped; when necessary to prevent arresting felons fleeing; reasonable belief that fleeing felon poses threat of death or serious physical harm to officer or others; reasonable belief that fleeing felon committed a crime involving infliction or threat thereof of serious physical harm to another. Fla. Stat. Ann. § 776.07 Deadly force permitted if officer reasonably believes necessary to prevent escape of a prisoner from penal institution.	relating to diverse communities and awareness of cultural differences. Fla. Stat. Ann. § 943.1716 Officers are required to complete continued training relating to diverse communities and awareness of cultural differences. Fla. Stat. Ann. § 943.1758 Criminal Justice Standards and Training Commission shall revise its training requirement to include training related to diverse

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				to render medical aid following use of force; recognizing symptoms of someone with substance abuse disorder or mental illness and appropriate responses.					Fla. Stat. Ann. § 943.1740 Agencies must develop and maintain policies regarding use of force investigations and must incorporate independent review of force used by another agency, another officer, or state attorney; independent report must be submitted to state attorney. Fla. Stat. Ann. § 870.05 Officers who kill those unlawfully assembled and who have refused to disperse shall be guiltless and fully justified.	populations and shall include training on stops, use of force, domination, and other interactions, and discriminatory profiling.

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									Fla. Stat. Ann. § 901.20 Officer may use any reasonable force to liberate self or another from detention in a building entered for purpose of making an arrest.	
10	Georgia	N/A	N/A	Ga. Code Ann. §§ 35-8-8, 9, 11 Peace officers must successfully complete a job-related academy entrance examination provided for and administrated by the council before the basic training course. In addition, every candidate must satisfactorily complete a basic training course at any school certified by the council prior to appointment as a peace officer.	Ga. Code Ann. § 35-1-7 A law enforcement officer shall not be liable at law for any action(s) done while performing any duty at the scene of an emergency except for gross negligence, willful or wanton misconduct, or malfeasance.	Ga. Code Ann. § 35-8-8 A person employed or certified as a peace officer must be 18 years of age, a U.S. citizen, have a high school diploma or equivalent, not be convicted of any federal or state crime for which the punishment could have been imprisonment or be convicted of sufficient misdemeanors to establish a pattern of disregard for the law, be	N/A	Ga. Code Ann. § 35-8-7.1 A council certified officer may be disciplined by the council if the council determines that the officer has knowingly made misleading, deceptive, untrue, or fraudulent representations in the practice of being an officer or in any document connected therewith or practiced fraud or deceit or intentionally made any false statement in obtaining a certificate to practice as an	Ga. Code Ann. § 17-4-20 Sheriffs and peace officers who are appointed or employed in conformity with Chapter 8 of Title 35 may use deadly force to apprehend a suspected felon only when the officer reasonably believes that the suspect possesses a deadly weapon or any object, device, or instrument which, when used offensively against	N/A

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						fingerprinted, possess good moral character, be free from any physical, emotional, or mental conditions that might adversely affect their duties, and successfully complete all training requirements.		officer; has been convicted of a felony; has committed a crime of moral turpitude; engaged in any unprofessional, deceptive, unethical, or deleterious conduct or practice harmful to the public; violated or attempted to violate a law, rule or regulation of this state, any other state, the council, or the United States.	a person, is likely to or actually does result in serious bodily injury; when the officer reasonably believes that the suspect poses an immediate threat of physical violence to the officer or others; or when there is probable cause to believe that the suspect has committed a crime involving the infliction or threatened infliction of serious physical harm.	
11	Hawaii	Hawaii Rev. Stat. Ann. § 4-28-152 The Law Enforcement Officer Independent Review Board within the office of the AG is responsible for	Hawaii Rev. Stat. Ann. § 52D-3.5 The chief of each county police department shall submit to the legislature no later than January 31 of each year an annual report of misconduct incidents	Hawaii Rev. Stat. Ann. § 801K-5 Law enforcement entities shall include in their training programs for law enforcement officers and recruits information on the methods, technical aspects, and scientific findings regarding the	N/A	Hawaii Rev. Stat. Ann § 139-6 No person may be appointed as a law enforcement officer unless the person: (1) Has satisfactorily completed a basic program of law enforcement	N/A	N/A	Hawaii Rev. Stat. Ann. § 703-307 The use of force upon or toward the person of another is justifiable when the actor is making or assisting in making an arrest	N/A

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		reviewing criminal investigations of incidents of officer-involved death conducted by law enforcement agencies and issuing recommendations to the prosecuting attorney of the county in which the incident occurred. The Board includes two appointed community members.	that resulted in suspension or discharge of a police officer. The reporting period of each report shall be from January 1 to December 31 of the year immediately prior to the year of the report submission. The report shall: (1) Summarize the facts and the nature of the misconduct for each incident; (2) Specify the disciplinary action imposed for each incident; (3) Identify any other incident in the annual report committed by the same police officer; (4) State whether the highest nonjudicial grievance adjustment procedure timely invoked by the police officer or the police officer's representative has concluded: (A) If the highest nonjudicial grievance adjustment procedure has concluded, the report	basis of the eyewitness identification practices and procedures referenced in this chapter.		training approved by the board; and (2) Possesses other qualifications as prescribed by the board for the employment of law enforcement officers, including minimum age, education, Physical and mental standards, citizenship, good conduct, moral character, and experience. (b) The board shall issue a certification to an applicant who meets the requirements of subsection (a) or who has satisfactorily completed a program or course of instruction in another jurisdiction that the board deems to be equivalent in content and quality			and the actor believes that such force is immediately necessary to effect a lawful arrest. The use of force is not justifiable under this section unless: (a) The actor makes known the purpose of the arrest or believes that it is otherwise known by or cannot reasonably be made known to the person to be arrested; and (b) When the arrest is made under a warrant, the warrant is valid or believed by the actor to be valid. The use of deadly force is not justifiable under this section unless: (a) The arrest is for a felony; (b) The person effecting the arrest is authorized to act	

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			shall state: (i) Whether the incident concerns conduct punishable as a crime, and if so, describe the county police department's findings of fact and conclusions of law concerning the criminal conduct; and (ii) Whether the county police department notified the respective county prosecuting attorney of the incident; or (B) If the highest nonjudicial grievance adjustment procedure has not concluded, the report shall state the current stage of the nonjudicial grievance adjustment procedure as of the end of the reporting period; and (5) Disclose the identity of the police officer upon the police officer's suspension or discharge. (c) The report shall tabulate the number of police officers suspended and			to the requirements of subsection (a).			as a law enforcement officer or is assisting a person whom he believes to be authorized to act as a law enforcement officer; (c) The actor believes that the force employed creates no substantial risk of injury to innocent persons; and (d) The actor believes that: (i) The crimes for which the arrest is made involved conduct including the use or threatened use of deadly force; or (ii) There is a substantial risk that the person to be arrested will cause death or serious bodily injury if his apprehension is delayed. The use of force to prevent	

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			discharged under the following categories of the department's Standards of Conduct: (1) Malicious use of physical force; (2) Mistreatment of prisoners; (3) Use of drugs and narcotics; and (4) Cowardice. (d) The summary of facts provided in accordance with subsection (b)(1) shall not be of such a nature so as to disclose the identity of the individuals involved, except as required under subsection (b)(5). (e) For any misconduct incident reported pursuant to this section and subject to subsection (b)(4)(B), the chief of each county police department shall provide updated information in each successive annual report, until the highest nonjudicial grievance adjustment procedure timely invoked by the						the escape of an arrested person from custody is justifiable when the force could justifiably have been employed to effect the arrest under which the person is in custody, except that a guard or other person authorized to act as a law enforcement officer is justified in using force which he believes to be immediately necessary to prevent the escape from a detention facility.	

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			police officer has concluded. In each successive annual report, the updated information shall reference where the incident appeared in the prior annual report. For any incident resolved without disciplinary action after the conclusion of the non-judicial grievance adjustment procedure, the chief of each county police department shall summarize the basis for not imposing disciplinary action. (f) For each misconduct incident reported in an annual report, the chief of each county police department shall retain the disciplinary records in accordance with the department's record retention policy or for at least eighteen months after the final annual report concerning that							

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			incident, whichever period is longer.							
12	Idaho	N/A	Idaho Code Ann. § 74-105; Idaho Code Ann. § 74-124 Investigatory records of a law enforcement agency are exempt from disclosure only to the extent that the production of such records would interfere with enforcement proceedings; deprive a person of a right to a fair trial or an impartial adjudication; constitute an unwarranted invasion of personal privacy; Disclose the identity of a confidential source and, in the case of a record compiled by a criminal law enforcement agency, in the course of a criminal investigation; disclose confidential information furnished only by the confidential source; Disclose	Idaho Code Ann. § 19-5109 The Idaho Peace Officer Standards and Training Council establishes the requirements of minimum basic training that peace officers must complete and the time within which such basic training must be completed. One component of minimum basic training is a course in the investigation and collection of evidence in cases involving an allegation of sexual assault or battery.	N/A	Idaho Code Ann. § 19-5109 The Idaho Peace Officer Standards and Training Council establishes the minimum requirements for employment including minimum age, physical and mental standards, citizenship, moral character, experience and such other matters as relate to the competence and reliability of peace officers. Officers must be certified by the council in order to be eligible for employment.	N/A	Idaho Code Ann. § 19-5109 The Council shall decertify an officer who is convicted of a felony or offense that would be a felony if committed in the state. The Council may decertify an officer who is convicted of a misdemeanor, willfully or otherwise falsifies or omits any information to obtain any certified status or violates any of the standards of conduct as established by the Council's code of ethics.	Idaho Code Ann. § 18-4011 Homicide is justifiable when committed by public officers and those acting by their command in their aid and assistance, either: 1. In obedience to any judgment of a competent court; or 2. When reasonably necessary in overcoming actual resistance to the execution of some legal process, or in the discharge of any other legal duty including suppression of riot or keeping and preserving the peace. Use of deadly force shall not be justified in overcoming actual	Idaho Code Ann. § 39-6316 All training provided by the peace officers standards and training academy relating to the handling of domestic violence complaints by law enforcement officers shall stress enforcement of criminal laws in domestic situations, availability of community resources, and protection of the victim. Law enforcement agencies and community organizations

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			investigative techniques and procedures; Endanger the life or physical safety of law enforcement personnel; or Disclose the identity of a reporting party maintained by any law enforcement entity or the department of health and welfare relating to the investigation of child abuse, neglect or abandonment unless the reporting party consents in writing to the disclosure or the disclosure of the reporting party's identity is required in any administrative or judicial proceeding. Idaho Code Ann. § 19-5114 The Council shall make an annual report to the governor and						resistance unless the officer has probable cause to believe that the resistance poses a threat of death or serious physical injury to the officer or to other persons; or 3. When reasonably necessary in preventing rescue or escape or in retaking inmates who have been rescued or have escaped from any jail, or when reasonably necessary in order to prevent the escape of any person charged with or suspected of having committed a felony, provided the officer has probable cause to believe that the inmate, or persons assisting his escape, or the	with expertise in the issue of domestic violence shall cooperate in all aspects of such training. When a peace officer responds to a domestic violence call, the officer shall give a written statement to victims which alerts the victim to the availability of a shelter or other resources in the community and give the victim a written notice provided by the Idaho state police. The peace officer shall make every effort to arrange, offer,

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
			legislature on its activities.						person suspected of or charged with the commission of a felony poses a threat of death or serious physical injury to the officer or other persons.	or facilitate transportation for the victim to a hospital for treatment of injuries or to a place of safety or shelter. The law enforcement agency shall forward the offense report to the appropriate prosecutor within ten (10) days of making such report if there is probable cause to believe that an offense has been committed, unless the case is under active investigation.
13	Illinois	50 Ill. Comp. Stat. Ann. § 706/10-5-10-20	50 Ill. Comp. Stat. Ann. § 706/102-5	50 Ill. Comp. Stat. Ann. § 705/7	N/A	N/A	50 Ill. Comp. Stat. Ann. § 727/1-10	50 Ill. Comp. Stat. Ann. § 705/6.1	720 Ill. Comp. Stat. Ann. § 5/7-5.5	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
		In order to improve transparency and accountability to strengthen public trust in law enforcement, officers are required to wear officer-worn body cameras.	Law enforcement agencies must provide an annual report on the use of officer-worn body cameras to the Board. The Board must analyze the reports and provide an annual report to the GA and Governor. 50 Ill. Comp. Stat. Ann. § 705/9.2 All law enforcement agencies must notify the Board of any final determination of a willful violation of policy, misconduct, or violation of law. The Board shall maintain a database of such officer professional misconduct accessible to the public on its website. 50 Ill. Comp. Stat. Ann. § 709/5-11 Under the Uniform Crime Reporting Act, all law enforcement	The Board shall adopt minimum standards for training curriculum of new officers. The training shall include subjects such as cultural competency, implicit bias and racial and ethnic sensitivity, handling juvenile offenders, recognition of mental conditions and crises, crimes against elderly, investigation of domestic violence and sexual assault cases. The curriculum must include at least 12 hours of hands-on, scenario-based role playing, 6 hours of instruction on use of force techniques, and 6 hours of training on high-risk traffic stops. Officers are required to complete in-service training every 3 years, on topics including constitutional and proper use of law enforcement authority, procedural justice, civil rights, human rights, reporting child			“The Police and Community Relations Improvement Act.” Each law enforcement agency shall have a written policy regarding the investigation of officer-involved deaths.	The Board must review law officer conduct and records to ensure that no law enforcement officer is certified or provided a valid waiver if that law enforcement officer has been convicted of, found guilty of, entered a plea of guilty to, or entered a plea of nolo contendere to, a felony offense under the laws of this State or any other state which if committed in this State would be punishable as a felony. The Board must also ensure that no law enforcement officer is certified or provided a valid waiver if that law enforcement officer has been convicted of, found guilty of, or entered a plea of guilty to certain misdemeanors as defined in the statute. Any full-time or part-	Prohibited use of force by a peace officer. (a) A peace officer, or any other person acting under the color of law, shall not use a chokehold or restraint above the shoulders with risk of asphyxiation in the performance of his or her duties, unless deadly force is justified under this Article. (b) A peace officer, or any other person acting under the color of law, shall not use a chokehold or restraint above the shoulders with risk of asphyxiation, or any lesser contact with the throat or neck area of another, in order to prevent the destruction of evidence by	

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			agencies must submit to the State Police a monthly report that shall include: (1) beginning January 1, 2016, a report on any arrest-related death that shall include information regarding the deceased, the officer, any weapon used by the officer or the deceased, and the circumstances of the incident. The Illinois State Police shall submit on a quarterly basis all information collected under this paragraph (1) to the Illinois Criminal Justice Information Authority, contingent upon updated federal guidelines regarding the Uniform Crime Reporting Program; (2) a report on any instance when a law enforcement officer discharges his or her firearm causing a non-fatal injury to a person, during the performance	abuse and neglect, and cultural competency, including implicit bias and racial and ethnic sensitivity. Officers are also required to complete annual training on law updates, emergency medical response training and certification, crisis intervention training, and officer wellness and mental health. 50 Ill. Comp. Stat. Ann. § 710/2 Peace officers are required to complete a 40-hour course of training on the use of firearms.				time law enforcement officer with a certificate or waiver issued by the Board who is convicted of, found guilty of, or entered a plea of guilty to, or entered a plea of nolo contendere to any offense described in this Section immediately becomes decertified or no longer has a valid waiver. 50 Ill. Comp. Stat. Ann. § 705/6.3 The Board has the authority to decertify a full-time or a part-time law enforcement officer upon a determination by the Board that the law enforcement officer has: (1) committed an act that would constitute a felony or misdemeanor which could serve as basis for automatic	ingestion. (c) As used in this Section, “chokehold” means applying any direct pressure to the throat, windpipe, or airway of another. “Chokehold” does not include any holding involving contact with the neck that is not intended to reduce the intake of air such as a headlock where the only pressure applied is to the head. (d) As used in this Section, “restraint above the shoulders with risk of positional asphyxiation” means a use of a technique used to restrain a person above the shoulders, including the neck or head, in a position which	

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			of his or her official duties or in the line of duty; (3) a report of incident-based information on hate crimes including information describing the offense, location of the offense, type of victim, offender, and bias motivation. If no hate crime incidents occurred during a reporting month, the law enforcement agency must submit a no incident record, as required by the Illinois State Police; (4) a report on any incident of an alleged commission of a domestic crime, that shall include information regarding the victim, offender, date and time of the incident, any injury inflicted, any weapons involved in the commission of the offense, and the relationship between the victim and the					decertification, whether or not the law enforcement officer was criminally prosecuted, and whether or not the law enforcement officer's employment was terminated; (2) exercised excessive use of force; (3) failed to comply with the officer's duty to intervene, including through acts or omissions; (4) tampered with a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera or directed another to tamper with or turn off a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera for the purpose of concealing, destroying or altering potential evidence; (5) engaged in the following conduct	interferes with the person's ability to breathe after the person no longer poses a threat to the officer or any other person. (e) A peace officer, or any other person acting under the color of law, shall not: (i) use force as punishment or retaliation; (ii) discharge kinetic impact projectiles and all other non-lethal or less-lethal projectiles in a manner that targets the head, neck, groin, anterior pelvis, or back; (iii) discharge conducted electrical weapons in a manner that targets the head, chest, neck, groin, or anterior pelvis; (iv) discharge firearms or kinetic impact projectiles indiscriminately	

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			offender; (5) data on an index of offenses selected by the Illinois State Police based on the seriousness of the offense, frequency of occurrence of the offense, and likelihood of being reported to law enforcement. The data shall include the number of index crime offenses committed and number of associated arrests; and (6) data on offenses and incidents reported by schools to local law enforcement. The data shall include offenses defined as an attack against school personnel, intimidation offenses, drug incidents, and incidents involving weapons. (7) a report on incidents where a law enforcement officer was dispatched to deal with a person experiencing a mental health crisis or incident. The report shall include					relating to the reporting, investigation, or prosecution of a crime: committed perjury, made a false statement, or knowingly tampered with or fabricated evidence; and (6) engaged in any unprofessional, unethical, deceptive, or deleterious conduct or practice harmful to the public; such conduct or practice need not have resulted in actual injury to any person. As used in this paragraph, the term “unprofessional conduct” shall include any departure from, or failure to conform to, the minimal standards of acceptable and prevailing practice of an officer.	into a crowd; (v) use chemical agents or irritants for crowd control, including pepper spray and tear gas, prior to issuing an order to disperse in a sufficient manner to allow for the order to be heard and repeated if necessary, followed by sufficient time and space to allow compliance with the order unless providing such time and space would unduly place an officer or another person at risk of death or great bodily harm; or (vi) use chemical agents or irritants, including pepper spray and tear gas, prior to issuing an order in a sufficient manner to ensure the	

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			the number of incidents, the level of law enforcement response and the outcome of each incident. For purposes of this Section, a “mental health crisis” is when a person's behavior puts them at risk of hurting themselves or others or prevents them from being able to care for themselves; (8) a report on use of force, including any action that resulted in the death or serious bodily injury of a person or the discharge of a firearm at or in the direction of a person. The report shall include information required by the Department, pursuant to Section 5-11 of this Act. The Department shall regularly submit use of force information to					50 Ill. Comp. Stat. § 725/1-8 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	order is heard, and repeated if necessary, to allow compliance with the order unless providing such time and space would unduly place an officer or another person at risk of death or great bodily harm.	

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			the FBI's National Use of Force Database.							
14	Indiana	N/A	N/A	Ind. Code Ann. § 5-2-1-9 The Board shall establish minimum basic training requirements which law officers must complete to be eligible for permanent employment and minimum training requirements which law enforcement officers must complete for continued employment. Basic training includes 6 hours of instruction on interacting with persons with autism, mental illness, addictive disorders, intellectual disabilities, and developmental disabilities; missing endangered adults; and persons with Alzheimer's disease or dementia. Minimum standards for a course of study on human and sexual trafficking that must be required for each person accepted for training at a law	N/A	Ind. Code Ann. § 5-2-1-9 The Board shall establish minimum standards of physical, educational, mental, and moral fitness which shall govern the acceptance of any person for training by any law enforcement training school or academy meeting or exceeding the minimum standards established pursuant to this chapter.	N/A	Ind. Code Ann. § 5-2-1-12.5 The board may revoke, suspend, modify, or restrict a diploma, certificate, or document showing compliance and qualification issued by the board, or any authority to act as a law enforcement officer in the state, for any of the following reasons: (1) The officer has been convicted of: (A) a felony; or (B) a misdemeanor that would cause a reasonable person to believe that the officer: (i) is dangerous or violent; or (ii) has a demonstrated propensity to violate the law.	Ind. Code Ann. § 35-41-3-3 A law enforcement officer is justified in using reasonable force if the officer reasonably believes that the force is necessary to enforce a criminal law or to effect a lawful arrest. However, an officer is justified in using deadly force only if the officer: (1) has probable cause to believe that that deadly force is necessary: (A) to prevent the commission of a forcible felony; or (B) to effect an arrest of a person who the officer has probable cause to believe poses a threat of serious	N/A

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				enforcement training school or academy and for in-service training programs for law enforcement officers. The course must cover the following topics: (A) Examination of the human and sexual trafficking laws (IC 35-42-3.5). (B) Identification of human and sexual trafficking. (C) Communicating with traumatized persons. (D) Therapeutically appropriate investigative techniques. (E) Collaboration with federal law enforcement officials. (F) Rights of and protections afforded to victims. (G) Providing documentation that satisfies the Declaration of Law Enforcement Officer for Victim of Trafficking in Persons (Form I-914, Supplement B) requirements				(2) The officer has been found not guilty of a felony by reason of mental disease or defect. (3) The officer's diploma, certificate, or document showing compliance and qualification issued by the board, or by another person, was issued in error or was issued on the basis of information later determined to be false. (4) The officer has engaged in conduct that would be a criminal offense described in subdivision (1)(A) through (1)(B), even if the officer was not charged with the criminal offense. Ind. Code §§ 36-8-2.1-1—36-8-2.1-11	bodily injury to the officer or a third person; and (2) has given a warning, if feasible, to the person against whom the deadly force is to be used. A law enforcement officer making an arrest under an invalid warrant is justified in using force as if the warrant was valid, unless the officer knows that the warrant is invalid. A law enforcement officer who has an arrested person in custody is justified in using the same force to prevent the escape of the arrested person from custody that the officer would be justified in using if the officer was arresting that	

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				established under federal law. (H) The availability of community resources to assist human and sexual trafficking victims. (11) Minimum standards for ongoing specialized, intensive, and integrative training for persons responsible for investigating sexual assault cases involving adult victims. This training must include instruction on: (A) the neurobiology of trauma; (B) trauma informed interviewing; and (C) investigative techniques. (12) Minimum standards for de-escalation training. De-escalation training shall be taught as a part of existing use-of-force training and not as a separate topic. A law enforcement officer who has satisfactorily completed basic training and has been appointed				Law Enforcement Officers’ Bill of Rights (“LEOBR”).	person. However, an officer is justified in using deadly force only if the officer: (1) has probable cause to believe that deadly force is necessary to prevent the escape from custody of a person who the officer has probable cause to believe poses a threat of serious bodily injury to the officer or a third person; and (2) has given a warning, if feasible, to the person against whom the deadly force is to be used.	

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				to a law enforcement department or agency on either a full-time or part-time basis is not eligible for continued employment unless the officer satisfactorily completes the mandatory in-service training requirements established by rules adopted by the board. In-service training must include de-escalation training. In-service training must also include training in interacting with persons with mental illness, addictive disorders, intellectual disabilities, autism, developmental disabilities, and Alzheimer's disease or related senile dementia, to be provided by persons approved by the secretary of family and social services and the board, and training concerning human and sexual trafficking and high-risk missing persons.						

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15	Iowa	N/A	Iowa Code Ann. § 80B.10 The council shall make an annual report to the governor, the attorney general, and the commissioner of public safety which shall include pertinent data regarding the standards established and the degree of participation of agencies in the training program. The report shall specifically include data regarding academy resources devoted to training related to human trafficking. Iowa Code Ann. § 27.7 Peace officers' investigative reports and privileged records are confidential if that information is part of an ongoing investigation. However, the date, time, specific location, and immediate facts and	Iowa Code Ann. § 80B.11G A law enforcement agency shall provide annual training to every law enforcement officer on issues relating to de-escalation techniques and the prevention of bias. Every law enforcement officer in the state must participate in annual training in accordance with this section. Iowa Code Ann. § 80B.11 Minimum course of study requirements includes a separate domestic abuse curriculum and sexual assault curriculum. Advanced in-service training programs include the requirement of officers to complete a course on investigation, identification and reporting of public offenses based on the race, color, religion, ancestry, national origin, political affiliation, sex,	Iowa Code Ann. § 670.4A “Qualified Immunity” An employee shall not be liable for monetary damages if the right, privilege, or immunity secured by law was not clearly established at the time of the alleged deprivation, or at the time of the alleged deprivation the state of the law was not sufficiently clear that every reasonable employee would have understood that the conduct alleged constituted a violation of law. Iowa Code Ann. § 704.13 A person who is justified in using reasonable force against an aggressor in defense of oneself, another person, or	Iowa Code Ann. § 80B.13 The Council may issue certificates to law enforcement officers who have met the relevant hiring and training standards. Iowa Code Ann. §§ 80B.11, 11D Officers must meet certain age, physical, mental, moral and educational fitness requirements for appointment. Individuals applying to be certified as a law enforcement officer must successfully complete certain psychological and physical testing examinations, be of good moral character as determined by a background	Iowa Code Ann. § 80B.11G In developing training guidelines on the prevention of bias, the academy shall consult with the Iowa civil rights commission groups and individuals having an interest and expertise in the field of cultural awareness and diversity, and advocacy organizations with an interest and expertise in the field of biased law enforcement actions. The academy	Iowa Code Ann. § 13.12 The attorney general may prosecute a criminal offense committed by a law enforcement officer, as defined in section 80B.3, arising from the actions of the officer resulting in the death of another, regardless of whether the county attorney requests the assistance of the attorney general or decides to independently prosecute the criminal offense committed by the officer. If the attorney general determines that criminal charges are not appropriate, the attorney general may refer the matter to the Iowa law enforcement academy council to recommend revocation or suspension of the officer's certification if	Iowa Code Ann. § 804.8 A peace officer, while making a lawful arrest, is justified in the use of any force which the peace officer reasonably believes to be necessary to effect the arrest or to defend any person from bodily harm while making the arrest. However, the use of deadly force or a chokehold is only justified when a person cannot be captured any other way and either of the following apply: a. The person has used or threatened to use deadly force in committing a felony. b. The peace officer reasonably believes the	Iowa Code Ann. § 80B.11G Law enforcement officers receive annual training on the prevention of bias. The academy develops training guidelines, which include: a. An emphasis on law enforcement officer understanding and respect for diverse communities and the importance of effective, noncombative methods of carrying out law enforcement activities in a diverse community. b. Instruction

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			circumstances surrounding a crime or incident shall not be kept confidential under this section, except in those unusual circumstances where disclosure would plainly and seriously jeopardize an investigation or pose a clear and present danger to the safety of an individual.	sexual orientation, age, or disability of the victim. Advanced in-service training requirements also include the completion of a mental health course at least once every 4 years.	property pursuant to section 704.4 is immune from criminal or civil liability for all damages incurred by the aggressor pursuant to the application of reasonable force. Iowa Code Ann. § 670.12 Officers and employees of municipalities are not personally liable for claims exempted under Section 670.4 except claims for punitive damages as a result of acts in the performance of a duty and actual malice or willful, wanton, and reckless misconduct is proven.	investigation and shall submit proof of completion of a two- or four-year police science or criminal justice program at an accredited educational institution.	shall also consult with local law enforcement agencies to consider challenges and barriers to providing training under the guidelines and methods to ease the burden on such agencies.	the attorney general determines that the officer committed misconduct that would be grounds for revocation or suspension of a certification under chapter 80B or 80D, or rules adopted pursuant to those chapters. Iowa Code Ann. § 80B.13A The council shall revoke the certification of a law enforcement officer or reserve peace officer upon a finding that the law enforcement officer or reserve peace officer has done any of the following: a. Pled guilty to or been convicted of a felony. b. Been discharged for serious misconduct from employment as a law enforcement officer or from	person would use deadly force against any person unless immediately apprehended. A peace officer making an arrest pursuant to an invalid warrant is justified in the use of any force which the peace officer would be justified in using if the warrant were valid, unless the peace officer knows that the warrant is invalid. For purposes of this section, “chokehold” means the intentional and prolonged application of force to the throat or windpipe that prevents or hinders breathing or reduces the intake of air.	on diverse communities in order to foster mutual respect and cooperation between law enforcement and members of all diverse communities. c. An examination of the patterns, practices, and protocols that cause biased law enforcement actions, and the tools to prevent such actions. d. An examination and identification of key indices and perspectives that make up differences among residents in a local community.

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								appointment as a reserve peace officer, as applicable. c. Left, voluntarily quit, or been laid off when disciplinary investigation or action was imminent or pending which could have resulted in the law enforcement officer being discharged or the reserve peace officer being removed for serious misconduct, if the council determines that the officer engaged in serious misconduct. The council may revoke or suspend the certification of a law enforcement officer or reserve peace officer due to any of the following: a. For any other grounds authorized by rules adopted pursuant to section 80B.11, subsection 1,		e. Instruction on implicit bias and consideration of the negative impact of bias, whether intentional or implicit, on effective law enforcement, including examination of how historical perceptions of profiling have harmed community relations. f. Instruction on the perspectives of diverse local constituency groups from experts on particular cultural and law enforcement-community relations issues in a local area. g. A presentation of

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								paragraph “h”, or section 80D.4A. b. When an employing agency recommends to the council that revocation or suspension would be appropriate with regard to a current or former employee. A recommendation by an employing agency must be in writing and set forth the reasons why the action is being recommended, the findings of the employing agency concerning the matter, the action taken by the employing agency, and that the action by the agency is final. c. When the attorney general recommends to the council that revocation or suspension would be appropriate pursuant to section 13.12.		the history and the role of the civil rights movement and the impact on law enforcement. h. Instruction on de-escalation techniques, including verbal and physical tactics to minimize the need for the use of force and nonlethal methods of applying force.

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								Iowa Code §§ 80F.1—80F.2 Law Enforcement Officers’ Bill of Rights (“LEOBR”).		
16	Kansas	Kan. Stat. Ann. § 74-5606 The Kansas Commission on Peace Officers’ Standards and Training shall consist of 12 members, including one member of the public at large who is not associated with law enforcement, selected by the governor to serve as chairperson. Kan. Stat. Ann. § 22-4610 All law enforcement	Kan. Stat. Ann. § 22-4611a The governing body of a city or the sheriff of a county may collect traffic or pedestrian stop data and make such data available to the public. Kan. Stat. Ann. § 74-5611a The commission shall establish and maintain a central registry of all Kansas police officers or law enforcement officers. Kan. Stat. Ann. § 22-4610 Each law enforcement agency shall compile an annual report for the	Kan. Stat. Ann. § 22-4610 Each law enforcement agency shall require annual racial or other biased-based training. Kan. Stat. Ann. § 74-5607a The commission shall not issue a certification as a full-time police officer or law enforcement officer unless such officer has been awarded a certificate attesting to satisfactory completion of a full-time officer basic course of accredited instruction at the training center or at a certified state or local law enforcement training school or has been awarded such a certificate for not less	Kan. Stat. Ann. § 75-6105 An employee acting within the scope of the employee's employment shall not be liable for punitive or exemplary damages or for interest prior to judgment, except for any act or omission of the employee because of actual fraud or actual malice.	Kan. Stat. Ann. § 74-5616 No person shall be appointed as a full-time law enforcement officer unless the person holds a full-time active law enforcement certificate or a provisional law enforcement certificate. No person shall be appointed as a part-time officer unless the person holds a full-time active law enforcement certificate, a part-time active law enforcement certificate or a	Kan. Stat. Ann. § 22-4611b The governing body of any city may establish a community advisory board to work with the law enforcement agency of such city in accordance with the provisions of K.S.A. 22-4606 <i>et seq.</i>, and amendments thereto.	Kan. Stat. Ann. § 74-5616 The commission may suspend, condition or revoke the certification of a police officer or law enforcement officer, reprimand or censure a police officer or law enforcement officer, or deny the certification of a police officer or law enforcement officer who: (1) Fails to meet and maintain the requirements of K.S.A. 74-5605 or 74-5607a, and amendments thereto; (2) has knowingly submitted false or misleading documents or willfully failed to	Kan. Stat. Ann. § 21-5227 A law enforcement officer, or any person whom such officer has summoned or directed to assist in making a lawful arrest, need not retreat or desist from efforts to make a lawful arrest because of resistance or threatened resistance to the arrest. Such officer is justified in the use of any force which such officer reasonably believes to be necessary to effect the arrest and the use of any force	Kan. Stat. Ann. § 22-4609 It is unlawful to use racial or other biased-based policing in: (a) Determining the existence of probable cause to take into custody or to arrest an individual; (b) constituting a reasonable and articulable suspicion that an offense has been or is being committed so as to justify the detention of an individual or the investigatory

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		agencies in this state shall adopt a detailed, written policy to preempt racial or other biased-based policing. The policies and data collection procedures shall be available for public inspection during normal business hours.	period of July 1 to June 30 and shall submit the report on or before July 31 to the office of the attorney general for review. Annual reports filed pursuant to this subsection shall be open public records and shall be posted on the official website of the attorney general. The annual report shall include: (A) The number of racial or other biased-based policing complaints received; (B) the date each racial or other biased-based policing complaint is filed; (C) action taken in response to each racial or other biased-based policing complaint; (D) the disposition of each racial or other biased-based policing complaint; (E) the date each racial or other biased-based	than the number of hours of instruction required by the Kansas law enforcement training act. Beginning the second year after certification, every full-time officer shall complete annually 40 hours of continuing law enforcement education or training in subjects directly relating to law enforcement.		provisional certificate. Kan. Stat. Ann. § 74-5605 The minimum requirements for certification include citizenship, age, fingerprinting, educational, moral, psychological, physical, and mental fitness requirements.	Kan. Stat. Ann. § 22-4611a The governing body of a city or the sheriff of the county may develop a comprehensive plan in conjunction with a community advisory board or with community leaders to prevent racial or other biased-based policing.	obtain any certification under the Kansas law enforcement training act; (3) provides false information or otherwise fails to cooperate in a commission investigation to determine a person's continued suitability for law enforcement certification; (4) fails to complete the annual continuing education required by K.S.A. 74-5607a, and amendments thereto, and implementing rules and regulations or otherwise fails to comply with the requirements of the Kansas law enforcement training act; (5) engaged in conduct which, if charged as a crime, would constitute a felony crime under the laws of this state,	which such officer reasonably believes to be necessary to defend the officer's self or another from bodily harm while making the arrest. However, such officer is justified in using deadly force only when such officer reasonably believes that such force is necessary to prevent death or great bodily harm to such officer or another person, or when such officer reasonably believes that such force is necessary to prevent the arrest from being defeated by resistance or escape and such officer has probable cause to believe that the	stop of a vehicle; or (c) determining the existence of probable cause to conduct a search of an individual or a conveyance. Kan. Stat. Ann. § 22-4610 All law enforcement agencies shall adopt a detailed written policy to preempt racial or other biased-based policing. Kan. Stat. Ann. § 22-4611 Any person who believes such person has been subjected to racial or other biased-based policing by a law

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			policing complaint is closed; (F) whether or not all agency law enforcement officers not exempted by Kansas commission on peace officers' standards and training received the training required in subsection (c)(2)(A); (G) whether the agency has a policy prohibiting racial or other biased-based policing; (H) whether the agency policy mandates specific discipline for sustained complaints of racial or other biased-based policing; (I) whether the agency has a community advisory board; and (J) whether the agency has a racial or other biased-based policing comprehensive plan or if it collects traffic or pedestrian stop data.					a misdemeanor crime of domestic violence as defined in the Kansas law enforcement training act at the time the conduct occurred or a misdemeanor crime that the commission determines reflects on the honesty, trustworthiness, integrity or competence of the applicant as defined by rules and regulations of the commission; (6) has used racial or other biased-based policing prohibited by K.S.A. 22-4609, and amendments thereto; or (7) has engaged in unprofessional conduct as defined by rules and regulations of the commission. Kan. Stat. Ann. § 15.520	person to be arrested has committed or attempted to commit a felony involving death or great bodily harm or is attempting to escape by use of a deadly weapon, or otherwise indicates that such person will endanger human life or inflict great bodily harm unless arrested without delay. A law enforcement officer making an arrest pursuant to an invalid warrant is justified in the use of any force which such officer would be justified in using if the warrant were valid, unless such officer knows that the warrant is invalid.	enforcement officer or agency may file a complaint with the law enforcement agency. The complainant may also file a complaint with the office of the attorney general. The office of the attorney general shall review and, if necessary, investigate the complaint and may find there is insufficient evidence of racial or other biased-based policing or may forward the complaint for further review and possible action to the Kansas commission on peace officers'

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								Law Enforcement Officers’ Bill of Rights (“LEOBR”).		standards and training. The commission shall review and, if necessary, further investigate the complaint. The commission may take action on the officer's certification or other corrective action as allowed by its governing statutes and rules and regulations. The commission shall consult with the head of the law enforcement agency before taking final action regarding discipline of any law enforcement officer or other

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										disposition of the complaint. Within 10 days of receiving a complaint, the office of the attorney general shall provide notification that such complaint has been filed to the accused officer and to the head of the accused officer's law enforcement agency, including a copy of all complaint documentation submitted by the complainant. Upon disposition of a complaint as provided for in subsection (a)

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										the complainant shall have a civil cause of action in the district court against the law enforcement officer or law enforcement agency, or both, and shall be entitled to recover damages if it is determined by the court that such officer or agency engaged in racial or other biased-based policing. The court may allow the prevailing party reasonable attorney fees and court costs.
17	Kentucky	Ky. Rev. Stat. Ann. § 15.315 The Kentucky Law	Ky. Rev. Stat. Ann. § 15.320 The Kentucky Law Enforcement council	Ky. Rev. Stat. Ann. §§ 15.334, 15.404 The Kentucky Law Enforcement Council shall	N/A	Ky. Rev. Stat. Ann. §§ 15.382, 15.404 Officers meet certain minimum	N/A	Ky. Rev. Stat. Ann. § 15.391 The certification of a peace officer shall be	Ky. Rev. Stat. Ann. § 451.025 No unnecessary force or violence	N/A

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		Enforcement Council is an independent administrative body of state government, made up of 12 members appointed by the governor, including one citizen of Kentucky not affiliated with the police or government.	shall report at least annually to the Governor and to the General Assembly as to its activities.	approve mandatory training subjects to be taught to all students attending a law enforcement basic training course that include but are not limited to: (a) Abuse, neglect, and exploitation of the elderly and other crimes against the elderly, including the use of multidisciplinary teams in the investigation and prosecution of crimes against the elderly; (b) The dynamics of domestic violence, pediatric abusive head trauma, as defined in KRS 620.020, child physical and sexual abuse, and rape; child development; the effects of abuse and crime on adult and child victims, including the impact of abuse and violence on child development; legal remedies for protection; lethality and risk issues; profiles of offenders and offender treatment; model protocols for		citizenship, age, educational, physical, mental and moral qualifications to be certified. Once a peace officer is employed or appointed, the officer must successfully complete a basic training course within one year of their appointment.		deemed automatically revoked by the council by operation of the law for one (1) or more of the following: 1. Certification that was the result of an administrative error; 2. Plea of guilty to, conviction of, or entering of an Alford plea to any state or federal felony, or any criminal offense committed in another state that would constitute a felony if committed in this state; 3. Prohibition by federal or state law from possessing a firearm; 4. Receipt of a dishonorable discharge or bad conduct discharge from any branch of the Armed Forces of the United States; or 5. Willful falsification of information to obtain or maintain certification.	shall be used in making an arrest. Ky. Rev. Stat. Ann. § 503.090 The use of physical force by a defendant upon another person is justifiable when the defendant, acting under official authority, is making or assisting in making an arrest, and he: (a) Believes that such force is necessary to effect the arrest; (b) Makes known the purpose of the arrest or believes that it is otherwise known or cannot reasonably be made known to the person to be arrested; and (c) Believes the arrest to be lawful.	

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				addressing domestic violence, rape, pediatric abusive head trauma, as defined in KRS 620.020, and child abuse; available community resources and victim services; and reporting requirements. This training shall be developed in consultation with legal, victim services, victim advocacy, and mental health professionals with expertise in domestic violence, child abuse, and rape. Training in recognizing pediatric abusive head trauma may be designed in collaboration with organizations and agencies that specialize in the prevention and recognition of pediatric abusive head trauma approved by the secretary of the Cabinet for Health and Family Services; (c) Human immunodeficiency virus infection and acquired				The certification of a peace officer may be revoked by the council for one (1) or more of the following: 1. Termination of the peace officer for failure to meet or maintain training requirements, unless the certification is in inactive status. As used in this subparagraph, "inactive status" has the same meaning as in KRS 15.386; 2. Termination of the peace officer for professional malfeasance or professional nonfeasance by his or her agency; 3. Termination of the peace officer following the plea of guilty to, conviction of, or entering of an Alford plea to any misdemeanor offense, in this state or out of it, that involves:	The use of deadly physical force by a defendant upon another person is justifiable under subsection (1) only when: (a) The defendant, in effecting the arrest, is authorized to act as a peace officer; and (b) The arrest is for a felony involving the use or threatened use of physical force likely to cause death or serious physical injury; and (c) The defendant believes that the person to be arrested is likely to endanger human life unless apprehended without delay. (3) The use of physical force, including deadly physical force, by a defendant upon	

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				immunodeficiency virus syndrome; (d) Identification and investigation of, responding to, and reporting bias-related crime, victimization, or intimidation that is a result of or reasonably related to race, color, religion, sex, or national origin; (e) The characteristics and dynamics of human trafficking, state and federal laws relating to human trafficking, the investigation of cases involving human trafficking, including but not limited to screening for human trafficking, and resources for assistance to the victims of human trafficking; (f) Beginning January 1, 2017, the council shall require that a law enforcement basic training course include at least eight (8) hours of training relevant to sexual assault; and				a. Dishonesty; b. Fraud; c. Deceit; d. Misrepresentation; e. Physical violence; f. Sexual abuse; or g. Crimes against a minor or a family or household member; 4. Receipt of general discharge under other than honorable conditions from any branch of the Armed Forces of the United States that results in the termination of the peace officer from his or her agency; or 5. Resignation or retirement of the peace officer while he or she is under criminal investigation or administrative investigation for professional malfeasance or professional nonfeasance that, in the judgment of the agency that employed the peace officer, would have likely resulted in the	another person is justifiable when the defendant is preventing the escape of an arrested person and when the force could justifiably have been used to effect the arrest under which the person is in custody, except that a guard or other person authorized to act as a peace officer is justified in using any force, including deadly force, which he believes to be necessary to prevent the escape of a person from jail, prison, or other institution for the detention of persons charged with or convicted of a crime.	

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				(g) Education on female genital mutilation as defined in KRS 508.125, including the risk factors associated with female genital mutilation, the criminal penalties for committing female genital mutilation, and the psychological and health effects on a victim of female genital mutilation. The Council shall also develop mandatory in-service training courses for all peace officers. Beginning January 1, 2017, the council shall establish a forty (40) hour sexual assault investigation training course. An agency shall not make an officer directly responsible for the investigation or processing of sexual assault offenses unless that officer has completed the forty (40) hour sexual assault investigation training course.				termination of that peace officer had the facts leading to the investigation been substantiated prior to his or her resignation or retirement.		

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18	Louisiana	La. Stat. Ann. Art. 40 § 2403 The Council on Peace Officer Standards and Training shall be placed under the jurisdiction of the Louisiana Commission on Law Enforcement and Administration of Criminal Justice within the office of the governor.	La. Stat. Ann. Art. 40 § 2901 “The Police Data Accountability, Transparency, and Analysis Act (“Police DATA Act”).” The Louisiana Legislature hereby creates the Law Enforcement Data Task Force to study the collection and analysis of data regarding peace officer interaction with the public. The task force shall discuss and report on the following topics with respect to the collection of data and information by law enforcement agencies: (1) Current methods of data collection in the state of Louisiana. (2) Current methods of data collection outside the state of Louisiana. (3) Current methods of reporting data outside the state of Louisiana.	La. Stat. Ann. Art. 40 §§ 2402.2, 2405.6, 2405.7, 2405.8 In order to be certified as a level one basic law enforcement peace officer, all persons shall successfully complete a minimum of four hundred hours of core curriculum for basic peace officers as prescribed by the council. All full-time, part-time, or reserve peace officers shall successfully complete a minimum of twenty hours of in-service training requirements prescribed by the council on an annual basis. All initial training requirements must be completed within the first calendar year after receiving P.O.S.T. certification and annually thereafter. Officers must receive training on proper handling of stun gun	La. Stat. Ann. Art. 13 § 5108.1 The state shall defend and indemnify a covered individual against any claim, demand, suit, complaint, or petition seeking damages filed in any court over alleged negligence or other act by the individual, including any demand under any federal statute when the act that forms the basis of the cause of action took place while the individual was engaged in the performance of the duties of the individual's office, employment with the state, or engaged in the provision of services on behalf of the state or any of its departments.	La. Stat. Ann. Art. 40 § 2401.2 The council shall develop a policy designed to increase the recruitment of minority candidates for law enforcement positions which may be implemented by governmental entities that employ a peace officer. All governmental entities that employ a peace officer shall either develop and implement a policy designed to increase the recruitment of minority candidates for peace officer positions or adopt and implement the P.O.S.T. recruitment of minority candidate policy referenced in this Section.	N/A	La. Stat. Ann. §§ 40:2531-40:2535 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	La. Stat. Ann. Art. 40 § 2536 In the event of an officer-involved shooting which results in death or great bodily harm, the investigators of these incidents shall be accountable only to those agencies which have been certified by the council following the effective date of January 1, 2022. In addition to agency certification, there shall be within those agencies at least three certified officer-involved investigators who have completed all necessary coursework and subsequent in-service training and law	N/A

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			(4) Methods of utilizing data collection and reporting to improve public safety, community engagement, and public confidence in law enforcement. (5) The manner in which rural and small law enforcement agencies currently comply with data collection requirements in other states. (6) Recommendations on the expansion of data collection and reporting. (7) Possible methods of transmitting collected data by law enforcement agencies for aggregated presentation. (8) A cost analysis for the collection of extensive data, including but not limited to the following: (a) Traffic stops. (b) Pedestrian stops. (c) Clearance rates.	device and human trafficking. The council shall develop and continuously update a Peace Officer Standards and Training (P.O.S.T.) recognized homicide investigator training program and a sexual assault awareness training program for peace officers that shall consist of classroom or Internet instruction, or both. The training programs may include field officer training as prescribed by the council. Officers shall also receive sexual assault awareness training, domestic violence awareness training, and training on techniques for communications with deaf persons and persons with Alzheimer's and dementia.					enforcement experience which will establish eligibility for these investigators before training and certification. The agencies shall also provide for the personnel to be certified through P.O.S.T. for the processing of all evidence associated with officer-involved shootings.	

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			(d) Execution of no-knock warrants. (e) Use of special weapons and tactics teams. (f) Use of force. (9) Current policies against racial profiling utilized by individual law enforcement agencies in the state. The task force shall review the policies of each law enforcement agency to determine whether the agency is excepted from the reporting requirements as provided in R.S. 32:398.10(E). G. The task force shall accept written or in-person testimony regarding all matters it considers and shall include all relevant public testimony in its final report required by Subsection H of this Section. H. The task force shall submit a written report to the Louisiana Commission on Law							

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			Enforcement and Administration of Criminal Justice, the House Committee on Judiciary, the Senate Committee on Judiciary B, and the Council on Peace Officers Standards and Training by January thirty-first of each calendar year. The initial report shall be submitted by the task force on January 31, 2021.							
19	Maine	Me. Rev. Stat. Ann. tit. 5 § 200-K The Deadly Force Review Panel within the Office of the Attorney General consists of 15 members, including three citizens who are not law enforcement officers.	Me. Rev. Stat. Ann. tit. 25, § 2805-B Annual report and records. Within 30 days of the close of each calendar year, the highest elected official of each political subdivision and the head of each state department and agency employing law enforcement or corrections officers subject to this chapter shall provide the board with a report	Me. Rev. Stat. Ann. tit. 25, § 2804-C As a condition to the continued employment of any person as a full-time law enforcement officer by a municipality, a county, the State or any other nonfederal employer, that person must successfully complete, within the first 12 months of initial full-time employment, the basic training course at the Maine Criminal Justice Academy	N/A	Me. Rev. Stat. Ann. tit. 25 § 2671. Appointment. Except as provided by charter, ordinance or section 2636, subsection 6, the municipal officers may appoint police officers for a definite term, and control and fix their compensation. Police officers, including chiefs of police, may be removed for cause	N/A	Me. Rev. Stat. Ann. tit. 25 § 2806-A. The board may take action against any applicant for a certificate or certificate holder pursuant to this chapter or any rules adopted pursuant to this chapter, including, but not limited to, a decision to impose a civil penalty or to refuse to issue a certificate or to modify, suspend or	Me. Rev. Stat. Ann. Tit. 17-A § 107 A law enforcement officer is justified in using a reasonable degree of nondeadly force upon another person: A. When and to the extent that the officer reasonably believes it necessary to effect an arrest or to prevent the escape from custody of an	Me. Rev. Stat. Ann. tit. 25, § 2804-C(2-F) Training for law enforcement officers includes instruction on bias-based profiling. The board shall include in the basic law enforcement training program a block of

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		Me. Rev. Stat. tit. 25, § 2805-C Two members of the Review Committee shall be appointed by the chair of the board and be citizen members of the board. The Review Committee investigates complaints of law enforcement officers.	containing a list of the names and dates of employment of all law enforcement and corrections officers covered by this chapter. The official or department or agency head shall maintain records regarding the basic and in-service training of law enforcement and corrections officers as provided in sections 2804-C to 2804-F. The report provided to the board must include the total number of excessive force complaints received about law enforcement or corrections officers during the reporting year by the reporting jurisdiction and the total number of these complaints that were determined to be founded and unfounded. The board may adopt additional categories that law enforcement agencies	approved by the board. Training includes subjects such as reducing barriers to reporting crimes against people who are homeless, handling people who have mental illness, handling certain dangerous weapons, and bias-based profiling training. Me. Rev. Stat. Ann. tit. 25, § 2804-E Law enforcement officers must successfully complete in-service training requirements as set by the Board. Me. Rev. Stat. Ann. tit. 25, § 2801 The Maine Criminal Justice Academy is the central training facility for criminal justice personnel, including law enforcement officers.		after notice and hearing. Before appointing any law enforcement officer, the municipal officers shall investigate the qualifications and background of any person being considered for appointment. This includes investigating the applicant's abilities, reputation for truthfulness and respect for the law. An appointed law enforcement officer is subject to the training requirements of Title 25, chapter 341.1 Notwithstanding section 2526, residency in the State is not a		revoke a certificate for any of the following reasons: Failure to meet annual certification or recertification requirements, conviction or guilty plea for certain crimes (as enumerated in the statute), falsifying or misrepresenting material facts in obtaining or maintaining a certificate, or engaging in conduct that violates the standards established by the board.	arrested person, unless the officer knows that the arrest or detention is illegal; or B. In self-defense or to defend a 3rd person from what the officer reasonably believes to be the imminent use of unlawful nondeadly force encountered while attempting to effect such an arrest or while seeking to prevent such an escape. A law enforcement officer is justified in using deadly force only when the officer reasonably believes such force is necessary: A. For self-defense or to defend a 3rd person from what the officer reasonably	instruction aimed specifically at the prohibition of bias-based profiling that prohibits stops, detentions, searches or asset seizures and forfeitures efforts based on race, ethnicity, gender, sexual orientation, gender identity, religion, socioeconomic status, age, national origin or ancestry by members of a law enforcement agency, that provides that individuals may be stopped or detained only when legal authority exists to do so and that provides

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			shall record and include in their annual report to the board. New officers. Whenever a law enforcement officer or corrections officer is newly appointed, the official or department or agency head shall send notice of appointment within 30 days to the board on a form provided for that purpose. The form is deemed an application for admission to the training program or for other certification as required by this chapter. Termination of officers. Whenever the employment of a law enforcement officer or corrections officer is terminated, the official or department or agency head shall send notice of the termination within 30			condition of initial or continued appointment as a municipal police officer.			believes is the imminent use of unlawful deadly force; or B. To effect an arrest or prevent the escape from arrest of a person when the law enforcement officer reasonably believes that the person has committed a crime involving the use or threatened use of deadly force, is using a dangerous weapon in attempting to escape or otherwise indicates that the person is likely to endanger seriously human life or to inflict serious bodily injury unless apprehended without delay; and (1) The law enforcement officer has made reasonable efforts	that members of a law enforcement agency must base their enforcement actions solely on an individual's conduct and behavior or specific suspect information.

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			days to the board on a form provided for that purpose. Me. Rev. Stat. Ann. Tit. 25, § 2809 The board shall report annually to the joint standing committee of the Legislature having jurisdiction over criminal justice and public safety matters on the implementation and effectiveness of this chapter. The purpose of the report is to provide the Legislature annual information on the law governing law enforcement training in order to ensure that appropriate and timely training is accomplished. The report must include the following: 1. Availability of training. An evaluation of the availability of preservice, basic and in-service training						to advise the person that the officer is a law enforcement officer attempting to effect an arrest or prevent the escape from arrest and the officer has reasonable grounds to believe that the person is aware of this advice; or (2) The law enforcement officer reasonably believes that the person to be arrested otherwise knows that the officer is a law enforcement officer attempting to effect an arrest or prevent the escape from arrest.	

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			throughout the State. The evaluation must cover whether any municipalities operated without adequate law enforcement officers with the power to make arrests because training was not available in a timely manner; 2. In-service training requirements. An explanation of in-service training requirements for law enforcement and corrections officers, including any changes in the requirements and a discussion of the adequacy of the requirements; 3. In-service training courses. An evaluation of available board-approved in-service training courses for law enforcement and corrections officers and the participation level in each; 4. Training for exempt law enforcement							

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			officers. An explanation and evaluation of the training provided by the state agencies for their law enforcement officers who are exempt from the requirements of this chapter under section 2801-B; and 5. Other information. Any other information the Legislature may request or the board determines is appropriate.							
20	Maryland	Md. Code Ann. Pub. Safety §§ 3-202, 203 There is a Maryland Police Training and Standards Commission which is an independent commission that functions in the Department whose members include state officials, experts	Md. Code Ann. Transp. § 25-113 Each time a law enforcement officer makes a traffic stop, the officer shall report information such as date, time, location and duration of stop, whether a search was conducted, if an arrest was made, the race or ethnicity of the driver to their employing law enforcement agency. The law enforcement	Md. Code Ann. Pub. Safety § 3-207 The Maryland Police Training and Standards Commission has the power to establish standards for police entrance-level and in-service training courses. The minimum curriculum for entry-level police training and at least every 3 years for in-service police training includes study of the application and enforcement of:	Md. Code Ann. Cts. & Jud. Proc. § 5-522 Officers are immune from civil liability for actions that infringe upon rights of others if transgression is within scope of their job description and was objectively reasonable or done without malice or gross negligence.	Md. Code Ann. Pub. Safety § 3-209 (effective July 1, 2022) Law enforcement officers must be certified by the Commission. To be certified, the officer must meet the standards of the Commission, submit to a psychological examination, submit to a criminal history records check, and	Md. Code Ann. Pub. Safety § 3-517 County police departments and police departments of municipal corporations shall adopt a community policing program and post a detailed	Md. Code Ann. Pub. Safety § 3-102 Establishing county police accountability boards. Md. Code Ann. Pub. Safety § 3-108 A law enforcement agency shall designate an employee as a victims' rights advocate to act as the contact for the public within the agency on	Md. Code Ann. Pub. Safety § 3-524 A police officer may not use force against a person unless, under the totality of the circumstances, the force is necessary and proportional to: (i) prevent an imminent threat of physical injury to a person; or (ii) effectuate a legitimate law	Md. Code Ann. Transp. § 25-113 A law enforcement agency shall adopt a policy against race-based traffic stops that is to be used as a management tool to promote nondiscriminatory law enforcement.

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		appointed by the Governor, and three citizens without relationships to law enforcement. Md. Code Ann. Pub. Safety § 3-102 Each county is required to have a police accountability board. The board shall hold quarterly meetings with heads of law enforcement agencies and otherwise work with law enforcement agencies and the county government to improve matters of policing. The board shall appoint civilian members to	agency shall compile the data and make a yearly report to the Maryland Statistical Analysis Center, which shall analyze the annual reports. Md. Code Ann. Pub. Safety § 3-102 The County Police Accountability Board shall make a report to the governing body of the county that: (1) identifies any trends in the disciplinary process of police officers in the county and (2) makes recommendations on changes to policy that would improve police accountability in the county. Md. Code Ann. Pub. Safety § 3-517 County police departments and police departments of municipal corporations shall adopt a	(i) the criminal laws concerning rape and sexual offenses, including the sexual abuse and exploitation of children and related evidentiary procedures; (ii) the criminal laws concerning human trafficking, including services and support available to victims and the rights and appropriate treatment of victims; (iii) the criminal laws concerning hate crimes, including the recognition of, response to, and reporting of incidents required to be reported under § 2-307 of this article; (iv) the contact with and treatment of victims of crimes and delinquent acts; (v) the notices, services, support, and rights available to victims and victims' representatives under State law; and (vi) the notification of victims of identity fraud		be a citizen of the United States. As a condition of certification, a police officer must submit to a mental health assessment every two years and an annual physical agility assessment to establish continuing fitness to carry out the officer's assigned duties as a police officer. Notably, prior marijuana use is not a disqualifier for certification of a police officer.	description of the program on the Internet.	matters related to police misconduct. Each law enforcement agency shall create a database that enables a complainant to follow the status of the case. Md. Code Ann. Pub. Safety § 3-104 (and others close by) A complaint against a law enforcement officer that alleges brutality may not be investigated unless it is signed and sworn under penalty of perjury by the aggrieved individual, a member of their family, or an individual with firsthand knowledge of the incident, and the complaint must be filed within 366 days of the alleged incident. A complaint that leads to investigation of officer requires officer	enforcement objective. (2) A police officer shall cease the use of force as soon as: (i) the person on whom the force is used: 1. is under the police officer's control; or 2. no longer poses an imminent threat of physical injury or death to the police officer or to another person; or (ii) the police officer determines that force will no longer accomplish a legitimate law enforcement objective. Duties of the police officer include: (1) when time, circumstances, and safety allow, take steps to gain compliance and de-escalate conflict without using physical	The policy shall prohibit the practice of using an individual's race or ethnicity as the sole justification to initiate a traffic stop. Md. Code Ann. § 3-207 The Commission shall develop a test and training for implicit bias and require that all law enforcement agencies use the implicit bias test in the hiring process, require all new police officers to complete implicit bias testing and training, and require all

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		charging committees and trial boards, and shall receive complaints of police misconduct filed by members of the public. The board shall also review outcomes of disciplinary matters. Md. Code Ann. Pub. Safety § 3-511 (effective July 1, 2022) The Maryland Police Training and Standards Commission shall develop and publish online a policy for the issuance and use of body-worn cameras by law enforcement officers. S.B. 71, 441st Gen. Assemb.,	community policing program and post a detailed description of the program on the Internet. Md. Code Ann. Pub. Safety § 3-518 Each law enforcement agency must report annually to the Maryland Police Training and Standards Commission the number of serious officer-involved incidents, the number of officers disciplined, and the type of discipline administered to each officer who was disciplined. Md. Code Ann. Pub. Safety § 3-514-15 (effective July 1, 2022) Each law enforcement agency shall require a police officer who was involved in a use of force incident in the line of duty to file an	and related crimes of their rights under federal law. Md. Code Ann. Pub. Safety § 3-524 Officers are required to undergo training on the use of force, de-escalation tactics and techniques, and reasonable alternatives to the use of force.				be provided with information of the nature of the investigation. Officer has right to counsel and may not be threatened with transfer, dismissal, or disciplinary action. If investigation results in a recommendation of demotion, dismissal, transfer, loss of pay, reassignment, or similar action considered punitive, then the officer is entitled to a hearing on the issues by a hearing board. If officer found guilty after disciplinary hearing, the hearing board may recommend the penalty it considers appropriate under the circumstances, including demotion, dismissal, transfer, loss of pay, reassignment, or	force; (2) intervene to prevent or terminate the use of force by another police officer beyond what is authorized under subsection (d) of this section; (3) render basic first aid to a person injured as a result of police action and promptly request appropriate medical assistance; and (4) fully document all use of force incidents that the officer observed or was involved in.	incumbent police officers to undergo implicit bias testing and training on an annual basis.

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		Reg. Sess. (Md. 2021) “The Maryland Police Accountability Act of 2021” Requires the use of body-worn cameras by all law enforcement officers employed by the law enforcement agency who regularly interact with members of the public as a part of their officer’s official duties.	incident report regarding the use of force. On or before March 1 every year, each law enforcement agency shall submit to the Maryland Police Training and Standards Commission the number of use of force complaints made against police officers. On or before July 15 each year, the Maryland Police Training and Standards Commission shall post on its website and submit to the General Assembly information regarding the number of use of force complaints received. Md. Code Ann. Pub. Safety § 3-528 On or before March 1, 2022 and each March 1 thereafter, each local law enforcement agency shall report to the Governor’s Office of Crime Prevention,					other similar punitive action. Within 30 days after receipt of hearing board’s recommendation, the chief of police shall review and issue a final order. The chief is not bound by the recommendation of a penalty, and the chief may increase the recommended penalty if personally reviews the record, meets with the officer, discloses to officer the decision to increase the penalty, and states on the record the evidence for increasing the penalty. The chief’s final order and decision may then be appealed by the officer to the Maryland Court of Special Appeals. Md. Code Ann. Pub. Safety § 3-105		

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			Youth, and Victim Series information on each use of force incident involving a police officer employed by the law enforcement agency that resulted in a monetary settlement or judgment against the law enforcement agency. The Governor's Office shall compile and submit an annual report of the information to the General Assembly, which shall be reported on the website. Md. Code Ann. Pub. Safety § 3-508 (effective July 1, 2022) Every 6 months, a law enforcement agency that maintains a SWAT team shall report the following information to the Governor's Office of Crime Prevention, Youth, and Victim Services: (1) the number of times the SWAT team was					Effective July 1, 2022, the MPTSC must develop and implement a uniform disciplinary matrix for each law enforcement agency. Md. Code Ann. Pub. Safety §3-212 Subject to a hearing before the Commission, the Commission may suspend or revoke the certification of a police officer if the officer violates or fails to meet the Commission's standards or knowingly fails to report suspected child abuse violations.		

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			activated and deployed by the law enforcement agency in the previous 6 months; (2) the name of the county or county and municipal corporation and the zip code of the location where the SWAT team was deployed for each activation; (3) the reason for each activation and deployment of the SWAT team; (4) the legal authority, including type of warrant, if any, for each activation and deployment of the SWAT team; and (5) the result of each activation and deployment of the SWAT team, including: (i) the number of arrests made, if any; (ii) whether property was seized; (iii) whether a forcible entry was made; (iv) whether a weapon was discharged by a							

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			SWAT team member; and (v) whether a person or domestic animal was injured or killed by a SWAT team member. The Office shall analyze and submit a report to the GA and publish the report to its website. Md. Code Ann. Pub. Safety § 3-527 A law enforcement agency shall notify the Independent Investigative Unit within the Office of the AG of any alleged or potential police-involved death of a civilian as soon as the law enforcement agency becomes aware of the incident.							
21	Massachusetts	N/A	Mass. Gen. Laws Ann. ch. 6E, § 13 Massachusetts Peace Officer Standards and Training Commission	Mass. Gen. Laws Ann. ch. 6, §§ 116 – 118 Municipal Police Training Committee is established; mandatory training in	Mass. Gen. Laws Ann. ch. 258, § 9A Officers shall be indemnified in amount not to	Mass. Gen. Laws Ann. ch. 41, § 96B Officers must complete training approved by	N/A	Mass. Gen. Laws Ann. ch. 31, § 62 Provides procedures for officers who	Mass. Gen. Laws Ann. ch. 6E, § 14 Officers must use de-escalation tactics before using	Mass. Gen. Laws Ann. ch. 6, § 116B Officers must be trained in

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	Grants authority to local level to establish police departments		("MPOSTC") must maintain a publicly available database of any decertified officers, suspended officers, reason for suspension, and officers who need to undergo retraining. Mass. Gen. Laws Ann. ch. 6E, § 16 MPOSTC must annually report to the general court, the governor, and the attorney general all officer involved injuries or deaths; all decertified officers; complaints against decertified officers; complaints against officers on bias of race, ethnicity, sex, gender identity, sexual orientation, religion, mental or physical disability, immigration status or socioeconomic or professional level; officers subjected to restraining orders;	domestic violence and sexual assault complaints; hate crimes; technology; protection of minors upon arrest of parents/guardians; bike safety; bias-free policing, de-escalation, incidents impacted by mental health or developmental disabilities; appropriate interactions with persons on autism spectrum and other intellectual disabilities; regulation of physical force; mental wellness and suicide. Mass. Gen. Laws Ann. ch. 12, § 11C Officers must be trained in practices and procedures relating to harmful drugs and narcotics. Mass. Gen. Laws Ann. ch. 19, § 25 Community policing and behavioral health advisory council at the center for responsive	exceed \$1 million provided that such alleged intentional tort or act or failure to act occurred within scope of official duties; no indemnification if officer acted in a willful, wanton, or malicious manner.	municipal police training committee. Mass. Gen. Laws Ann. ch. 41, § 133 Provisions regarding appointment and reappointment of officers. Mass. Gen. Laws Ann. ch. 31, § 61 Municipal police officers must undergo a 1-year probationary period before serving as a full-time tenured employee. Mass. Gen. Laws Ann. ch. 31, §§ 58, 58A Provides minimum qualifications for officers (and maximum age restrictions).		receive punishment duty.	physical force on another and if such de-escalation tactics failed or were not feasible based on totality of circumstances and the force is necessary to effect arrest, prevent escape, prevent imminent harm; amount of force used must be proportionate to threat of imminent harm. Officer shall not use deadly force unless de-escalation tactics attempted and failed and deadly force is necessary to prevent imminent harm to person and force used is proportionate to threat of imminent harm.	identifying and reporting all incidents of hate crimes. Mass. Gen. Laws Ann. ch. . 6, § 116G Officers must be trained in bias-free policing and cultural competency. Mass. Gen. Laws Ann. ch. 90, § 63 Agencies must not engage in racial or other profiling; attorney general may bring a civil action for injunctive or other equitable relief to enforce this section.

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			officers alleged to have used excessive force. Mass. Gen. Laws Ann. ch. 90, § 63 Registry of Motor Vehicles shall collect data on citations issued to individuals, including race, age, gender; traffic infraction, date and time, whether search was conducted, whether stop resulted in a warning, citation or arrest; information shall be reported annually to the secretary of public safety and security who shall publish an annual public report.	training on crisis intervention. Mass. Gen. Laws Ann. ch. 40, § 36C Municipal officers must be trained on detection, intervention, and prevention of suicide. Mass. Gen. Laws Ann. ch. 6E, § 14 Officers shall not be trained on the use of chokeholds.					Officers shall not use chokehold and shall not be trained on use of chokehold. Officer shall not discharge firearm into or at a fleeing motor vehicle unless, based on totality of circumstances, such discharge is necessary to prevent imminent harm to a person and it is proportionate to threat of imminent harm to a person. Officers with advance knowledge of a mass demonstration shall attempt in good faith to communicate with organizers to discuss plans to avoid conflict and de-escalation; tear	

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									gas/chemical weapon shall not be used unless de-escalation tactics failed and necessary to prevent imminent harm. If tear gas, chemical weapon, rubber pellets, or dog against a crowd are used, officers' agency must file a report with MPOSTC detailing all measures taken in advance of event; MPOSTC shall review the report and may make an additional investigation to determine if such use was justified.	
22	Michigan M.C.L.A. 70.13	Mich. Comp. Laws Ann. § 38.501 <i>et seq.</i> Provisions governing the	Mich. Comp. Laws Ann. § 28.607 Michigan Commission on Law Enforcement Standards must make	Mich. Comp. Laws Ann. § 28.221 Department of Public Safety establishes and conducts Michigan	Mich. Comp. Laws Ann. § 691.1407 Officers are immune from tort liability if reasonable belief	Mich. Comp. Laws Ann. § 28.609 Provides basic requirements for licensure including	N/A	N/A	Mich. Comp. Laws Ann. § 750.525	N/A

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	Grants authority to local level to establish police departments	Civil Service Commission.	an annual report to the Governor including pertinent data regarding officer minimum standards and degree of participation of municipalities in training programs.	training school for officers; training required in identification; rules of criminal evidence; presenting cases in courts; warrants; small arms instruction; ethics; courtesy in duty; Jui Jitsu, extent of police authority; confession and statements.	that officer was acting within scope of employment; conduct does not amount to gross negligence.	demonstrating: (1) proficiency on a licensing examination, (2) physical ability, (3) psychological fitness, (4) education, (5) reading and writing proficiency, (6) minimum age, (7) character fitness, as determined by a background investigation supported by a written authorization and release executed by the individual for whom licensure is sought, and (8) United States citizenship. Individuals who seek admission to a law enforcement training academy for purposes of licensure shall submit to fingerprinting.			Officers may use force to quell unlawful assembly.	

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23	Minnesota	Minn. Stat. Ann. § 299C.80 Independent Use of Force Investigations.	Minn. Stat. Ann. § 299C.80 Independent Use of Force Investigations Unit must prepare annual report to Governor and certain legislative committees the following information: number of force investigations, number of incidents investigated; outcomes of investigations; charging decisions made by prosecuting authority; number of plea agreements; any other relevant information. Minn. Stat. Ann. § 626.8452 Agency heads must maintain written records of agency's use of deadly force and firearms incidents.	Minn. Stat. Ann. § 626.8455 Officers must be trained in community policing, including problem solving, diverse communities, techniques for organizing community members; techniques related to people with physical or mental limitations; child development issues. Minn. Stat. Ann. § 626.8452 Officers must be trained annually in deadly force and firearms use. Minn. Stat. Ann. § 169.753 Officers must be trained in first aid. Minn. Stat. Ann. § 626.557	Minn. Stat. Ann. § 604.16 Person fleeing from officer is liable for all damage incurred by others unless officer not exercising reasonable care.	N/A	Minn. Stat. Ann. § 626.8455 Officers must be trained in techniques for organizing the community and getting community more involved.	Minn. Stat. Ann. § 626.89 Provides police officer discipline procedures. A formal statement of the officer must be taken at a facility of the employing or investigating agency or at a place agreed to by the investigating individual and the investigated officer. Such statement may not be taken unless there is filed with the employing or investigating agency a written complaint signed by the complainant stating the complainant's knowledge, and the officer has been given a summary of the allegations. Complaints stating the signer's knowledge	Minn. Stat. Ann. § 609.06 Reasonable force may be used when assisting another officer in effecting lawful arrest, enforcing order of court/legal process; when used against person resisting arrest; to prevent escape of person charged with crime or convicted of crime. Minn. Stat. Ann. § 609.066 Officer may use deadly force when based on totality of circumstances if objectively reasonable officer believes necessary to protect officer or another from	N/A

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			Minn. Stat. Ann. § 626.553 All gunshot wounds must be reported to sheriff or chief of police. Minn. Stat. Ann. § 626.5531 Officers must report to head of their department crimes motivated by race, religion, national origin, sex, age, disability, or sexual orientation; the head must file a monthly report describing such crimes to the Department of Public Safety, Bureau of Criminal Apprehension; those reports must be summarized and analyzed in an annual report to the Department of Human Rights and the legislature.	Officers should be trained in responding to reports of maltreatment of vulnerable adults. Minn. Stat. Ann. § 626.8451 Officers must be trained in responding to bias-motivated crimes and violent crimes. Minn. Stat. Ann. § 626.8456 Training required in fire scene response and arson awareness. Minn. Stat. Ann. § 626.8458 Officers must be trained in vehicle pursuits. Minn. Stat. Ann. § 626.8469 Training required in crisis response; conflict management; and cultural diversity.				also may be filed by members of the law enforcement agency. Before an administrative hearing is begun, the officer must be given a copy of the signed statement. Upon request, the investigating agency or the officer shall provide the other party with a list of witnesses that the agency or officer expects to testify at the administrative hearing and the substance of the testimony. A party is entitled to copies of any witness statements in the possession of the other party and an officer is entitled to a copy of the investigating agency's investigative report, provided that any references in a	great bodily harm; to arrest or prevent escape of someone officer knows or believes committed a felony or may cause death or great bodily harm to another person. Deadly force may not be used against a person threatening his own life if person does not pose threat of great bodily harm to officer or another. Minn. Stat. Ann. § 629.32 Officer should use no more restraint than necessary to effect arrest. Minn. Stat. Ann. § 629.33 Officer may use all necessary and	

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			Minn. Stat. Ann. § 626.5534 Chief of police must provide FBI-requested information on officers' use of force resulting in serious bodily injury or death; report must be filed monthly with the superintendent who must summarize and submit an annual report to chairs and ranking members of house of representatives and senate committees, in addition to FBI.	Minn. Stat. Ann. § 626.8471 Training policies must emphasize the need to respect balance between person's right to be free from unreasonable government intrusion and officers' need to enforce the law; training in anti-racial profiling model for conduct of officers engaged in citizen stops. Minn. Stat. Ann. § 626.8474 Officers must be trained to handle persons with autism including de-escalation and behavioral understanding.				witness statement or investigative report that would reveal the identity of confidential informants need not be disclosed except upon order of the person presiding over the administrative hearing for good cause shown. A copy of the session at which a formal statement is taken may be made available to the officer free of charge upon request. An officer whose formal statement is being taken has the right to have a union representative or attorney present during the session. No disciplinary letter or reprimand may be included in an officer's personnel record unless the officer has been given a copy of	lawful means to effect arrest except for deadly force (unless allowed under 609.066). Minn. Stat. Ann. § 626.8452 Officers must be trained annually in deadly force and firearms use. Minn. Stat. Ann. § 626.8475 Officers must intervene when witnessing an officer using excessive force and must report such force in writing within 24 hours.	

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								the letter or reprimand. Minn. Stat. § 626.89 Law Enforcement Officers' Bill of Rights ("LEOBR").		
24	Mississippi	Miss. Code Ann. § 21-31-1 <i>et seq.</i> Civil service commission required in every municipality.	N/A	Miss. Code Ann. § 45-5-1 <i>et seq.</i> Law Enforcement Officers Training Academy established to set and implement training standards. Miss. Code Ann. § 45-6-1 <i>et seq.</i> Establishment of the Law Enforcement Officers Training Program; mental health training required.	Miss. Code Ann. § 11-46-9 Officers not liable for any claim arising out of any act or omission exercised during performance of official duties unless officer acted in reckless disregard for safety and well-being of person not engaged in criminal activity at the time. Miss. Code Ann. § 99-3-23 Officers making lawful arrests shall not be civilly or criminally liable, even	N/A	N/A	Miss. Code Ann. §§ 21-31-21, 23 Provides procedures for civil service commission members who are disciplined. The tenure of officers shall only be during "good behavior." Any such person may be removed or discharged, suspended without pay, demoted or reduced in rank, or deprived of vacation privileges or other special privileges, or any combination thereof, for any of the following reasons: Incompetency, inefficiency, or	Miss. Code Ann. § 97-3-15 Deadly force allowed by officers when necessarily committed to overcome actual resistance to execution of legal process; retaking an escaped felon; arresting felon fleeing from justice; when in lawful defense of self or another; when lawfully committed in suppressing a riot or in keeping the peace.	N/A

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					if party arrested may appear innocent.			inattention of duty; dishonesty, intemperance, immoral conduct, insubordination, discourteous treatment of the public or a fellow employee, or any other act of omission or commission tending to injure the public service. In the absence of extraordinary circumstances or situations, before any such employee may be removed or discharged, he shall be given written notice of the intended termination, which notice shall state the reasons for termination and inform the employee that he has the right to respond in writing to the reasons given for termination within a reasonable time and respond orally before		

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								the official charged with the responsibility of making the termination decision. Such official may, in his discretion, provide for a pretermination hearing and examination of witnesses, and if a hearing is to be held, the notice to the employee shall also set the time and place of such hearing. A duplicate of such notice shall be filed with the commission. After the employee has responded or has failed to respond within a reasonable time, the official charged with the responsibility of making the termination decision shall determine the appropriate disciplinary action, and shall notify the employee of his decision in writing		

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								at the earliest practicable date.		
25	Missouri	Mo. Ann. Stat. § 590.653 Cities, counties may establish civilian review boards to investigate allegations of misconduct by officers toward members of public including excessive use of force, abuse of authority, discourtesy, slurs relating to race, ethnicity, religion, gender, sexual orientation, and disability.	Mo. Ann. Stat. 590.653 The Civilian Review boards shall report all findings and recommendations to the Chief Law enforcement officer. Mo. Ann. Stat. § 304.670 Highway patrol and officers may collect information on traffic law enforcement, including number of drivers stopped, characteristics of drivers stopped (race, ethnicity, age, gender), violation that led to stop, whether search instituted, whether arrest made, and circumstances of stop. Mo. Ann. Stat. § 590.650	Mo. Ann. Stat. § 590.040 Peace Officers Standards Training Commission must require at least 470 hours but no more than 600 hours of training. Mo. Ann. Stat. § 590.050 Officers making traffic stops must receive 3 hours training concerning prohibition against racial profiling and respect for racial and cultural differences, and use of effective, non-combative methods to carry out duties in racially and culturally diverse environment. Mo. Ann. Stat. § 590.650 Appropriate counseling and training of officers engaged in race-based traffic stops within 90	N/A	N/A	N/A	Mo. Ann. Stat. § 590.080, 590.100, 590.500 <i>et seq.</i> Provides for rights and procedures for officers facing discipline. The Director shall have cause to discipline any peace officer licensee who: (1) Is unable to perform the functions of a peace officer with reasonable competency or reasonable safety as a result of a mental condition, including alcohol or substance abuse; (2) Has committed any criminal offense, whether or not a criminal charge has been filed; (3) Has committed any act while on active duty or under color of	Mo. Ann. Stat. § 544.190 Officers may use all force necessary to effectuate arrest of defendant forcibly resisting or fleeing. Mo. Ann. Stat. § 563.046 Officer need not retreat if defendant resists arrest or attempts to flee from custody; may use physical force he reasonably believes is immediately necessary to arrest or prevent escape. Deadly force allowed only when reasonable belief that immediately necessary to	N/A

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			Officers must report to employing agency every vehicle stop including age, gender, race or minority group of individuals stopped, reasons for stop, whether search conducted, whether consent to search, any evidence or contraband found, whether warning or citation issued, whether arrest was made, location of stop. Agencies must compile this data collected and report it to attorney general annually; AG must submit annual report to Governor and legislature to determine if there is a pattern of stops of minority groups. Mo. Ann. Stat. § 590.1265 <i>et seq.</i> Police Use of Force Transparency Act of 2021 requires reporting	days of review revealing such conduct.				law that involves moral turpitude or a reckless disregard for the safety of the public or any person; (4) Has caused a material fact to be misrepresented for the purpose of obtaining or retaining a peace officer commission or any license issued pursuant to this chapter; (5) Has violated a condition of any order of probation lawfully issued by the director; or (6) Has violated a provision of this chapter or a rule promulgated pursuant to this chapter. When the director has knowledge of cause to discipline a peace officer licensee pursuant to this section, the director may cause	prevent escape or arrest; suspect has committed or attempted to commit felony offense involving serious physical injury; suspect attempting to escape using deadly weapon; suspect may endanger lives of others if not arrested immediately. Mo. Ann. Stat. § 563.056 Officers may use force to prevent defendant escape from confinement; may use deadly force if reasonable belief that substantial risk defendant will cause serious physical injury or endanger human	

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			on all officers' use of force incidents to department of public safety; by 2023, reports must be published publicly and department of public safety must issue a report by 2025 analyzing trends or disparities in rates of use-of-force. Mo. Ann. Stat. § 590.118 Investigations of officers shall be made available to any hiring law enforcement agency.					a complaint to be filed with the administrative hearing commission, which shall conduct a hearing to determine whether the director has cause for discipline, and which shall issue findings of fact and conclusions of law on the matter. The administrative hearing commission shall not consider the relative severity of the cause for discipline or any rehabilitation of the licensee or otherwise impinge upon the discretion of the director to determine appropriate discipline when cause exists pursuant to this section. Upon a finding by the administrative hearing commission that cause to discipline exists, the director	life if defendant escapes. Mo. Ann. Stat. § 590.1265 <i>et seq.</i> Police Use of Force Transparency Act of 2021 requires reporting on all officers' use of force incidents to department of public safety; by 2023, reports must be published publicly and department of public safety must issue a report by 2025 analyzing trends or disparities in rates of use-of-force.	

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								shall, within thirty days, hold a hearing to determine the form of discipline to be imposed and thereafter shall probate, suspend, or permanently revoke the license at issue. If the licensee fails to appear at the director's hearing, this shall constitute a waiver of the right to such hearing. Mo. Rev. Stat. § 590.502 Law Enforcement Officers' Bill of Rights ("LEOBR").		
26	Montana	N/A	Mont. Code Ann. § 44-10-202 The DOJ makes a yearly written report of the activities of the Law Enforcement Academy	Mont. Code Ann. § 44-10-202 Officers must attend the Montana Law Enforcement Academy	Mont. Code Ann. § 27-1-722 A use of force allowable under the provisions of Title 45, chapter 3, part 1,	Mont. Code Ann. § 44-10-202 The DOJ has the power to select from qualified applicants officers	N/A	Mont. Code Ann. § 44-1-701, 702, 704, 801, 802 When the DOJ has cause to believe that an officer has violated	Mont. Code Ann. § 45-3-106 A peace officer or other person who has an arrested person in custody	Mont. Code Ann. § 44-2-117 A peace officer may not engage in racial profiling. Race

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			to the Governor, AG, and Secretary of State.	and successfully complete training.	provides immunity to the person using the force from civil damages for injury to any person or property arising from injury to the person, or damage to the property of the person, against whom the force was used. The reasonableness of the use of force must be determined in light of the circumstances at the time that the force was used.	to attend the Montana Law Enforcement Academy each year and to award certifications for officers who successfully complete their training.		any of the grounds for suspension, demotion, or discharge, it may impose a suspension without pay for up to 10 days. The written changes against officers must be made in writing and signed and sworn by the person making the charge. The DOJ shall order a hearing when such charges are filed and shall have the authority to render a decision within 30 days of the hearing. The DOJ must give the officer notice of the charges against them and the name of the person making the charges at least 10 days before the hearing.	is justified in the use of force to prevent the escape of the arrested person from custody that the officer or other person would be justified in using if the officer or other person were arresting the person. A guard or other peace officer is justified in the use of force, including force likely to cause death or serious bodily harm, that the guard or officer reasonably believes to be necessary to prevent the escape from a correctional institution of a person whom the guard or officer reasonably believes to be lawfully detained	or ethnicity may not be the sole factor in determining the existence of probable cause to take into custody or arrest an individual or constituting a particularized suspicion that an offense has been or is being committed in order to justify the detention of an individual or the investigatory stop of a vehicle. Each law enforcement agency must adopt a policy on race-based traffic stops that prohibits the practice of routinely stopping members of

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									in the institution under sentence for an offense or awaiting trial or commitment for an offense.	minority groups for violations of vehicle laws as a pretext for investigating other violations of criminal law, provides for periodic reviews by law enforcement agencies and collection of data that determine whether any peace officer has a pattern of stopping members of minority groups for violations of vehicle laws in a number disproportionate to the population of minority groups in that jurisdiction, and, if the review reveals a pattern,

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										requires an investigation.
27	Nebraska	Neb. Rev. Stat. Ann. § 81-1406, 1407 The Nebraska Police Standards Advisory Council is a special standing committee with the purpose of overseeing training of officers and ensuring that all rules regarding certification, continued education, and training are complied with. The Council consists of 9 members appointed by the Governor, including one member who is a member of the Jail Standards Board or a	Neb. Rev. Stat. Ann. § 81-1426 The Commission collects and maintains statistical information, records, and reports, including but not limited to the Uniform Crime Report.	Neb. Rev. Stat. Ann. § 81-1402 The Nebraska Law Enforcement Training Center tests all law enforcement candidates to ensure that they meet the pre-certification and certification requirements. Neb. Rev. Stat. Ann. § 81-1410.01 As a part of entry-level law enforcement certification, each training academy shall require completion of de-escalation training including training related to mental health, substance abuse, anti-bias, implicit bias, and communicating with a person in crisis. Neb. Rev. Stat. Ann. § 81-1412	N/A	Neb. Rev. Stat. Ann. § 81-1410 The Council may admit an applicant to a training academy for law enforcement certification if the applicant meets certain minimum criteria regarding citizenship, age, criminal background, and physical fitness.	Neb. Rev. Stat. Ann. § 81-1416 The Nebraska Commission on Law Enforcement and Criminal Justice educates the community at large to the problems encountered by law enforcement authorities, promotes respect for the law and encourages community involvement in the administration of criminal justice. The commission	Neb. Rev. Stat. Ann. § 81-1403 An officer's certificate may be revoked for a final conviction or guilty plea, serious misconduct, or a violation of the officer's oath of office, code of ethics, or statutory duties. Neb. Rev. Stat. Ann. § 81-1414.14 Each law enforcement agency must have a policy regarding accepting and investigating complaints of law enforcement officer misconduct. If an agency receives such a complaint, the agency must investigate the matter and complete the investigation within 100 days of the complaint. If the	Neb. Rev. Stat. Ann. § 81-1414.17 The Commission distributes a suggested model written policy regarding the use of excessive force for use by law enforcement agencies, but the commission does not mandate the adoption of the policy, but instead allows each law enforcement agency to adopt their own policy regarding excessive force. Neb. Rev. Stat. Ann. § 28-1412 The use of force upon or toward the person of another is justifiable when	N/A

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		member of the public at large.		Law enforcement officers must complete a handgun qualification test at least once every calendar year with a handgun of the same make and model as the handgun they carry on duty.			is an agency of the state.	agency determines the complaint is grounds for revocation of the officer’s certification, the agency must forward the matter to the commission and the commission shall investigate the complaint within 180 days.	the actor is making or assisting in making an arrest and the actor believes that such force is immediately necessary to effect a lawful arrest. The use of force is not justifiable unless: (a) The actor makes known the purpose of the arrest or believes that it is otherwise known by or cannot reasonably be made known to the person to be arrested; and (b) When the arrest is made under a warrant, the warrant is valid or believed by the actor to be valid. The use of deadly force is not justifiable unless: (a) The arrest is for a felony; (b) Such person effecting the arrest is	

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									authorized to act as a peace officer or is assisting a person whom he believes to be authorized to act as a peace officer; (c) The actor believes that the force employed creates no substantial risk of injury to innocent persons; and (d) The actor believes that: (i) The crime for which the arrest is made involved conduct including the use or threatened use of deadly force; or (ii) There is a substantial risk that the person to be arrested will cause death or serious bodily harm if his apprehension is delayed. The use of force to prevent the escape of an arrested person	

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									from custody is justifiable when the force could justifiably have been employed to effect the arrest under which the person is in custody, except that a guard or other person authorized to act as a peace officer is justified in using any force, including deadly force, which he believes to be immediately necessary to prevent the escape of a person from a jail, prison, or other institution for the detention of persons charged with or convicted of a crime.	
28	Nevada	Nev. Rev. Stat. Ann. § 289.380 The governing body of a city or	N/A	Nev. Rev. Stat. Ann. § 289.550 Peace officers must be certified by the	N/A	Nev. Rev. Stat. Ann. § 289.510 The Peace Officers' Standards and	N/A	Nev. Rev. Stat. Ann. § 289:055 Each State agency that employs peace	Nev. Rev. Stat. Ann. § 193.304 In carrying out his or her duties, a	Nev. Rev. Stat. Ann. § 289.820 A peace officer shall not

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		county may create an Advisory Review Board to advise the governing body on issues concerning peace officers in the jurisdiction. The review board consists of residents of the city or county who are not currently employed as peace officers and who complete training related to law enforcement. Nev. Rev. Stat. Ann. § 289.500 The Peace Officers' Standards and Training Commission consists of 11 members, 9 of whom are		Commission within 1 year of employment. Nev. Rev. Stat. Ann. § 289.605 Officer certification requirements include the completion of training involving interactions with persons with developmental disabilities. Nev. Rev. Stat. Ann. § 289.510 The Peace Officers' Standards and Training Commission establishes standards for programs for the continuing education of peace officers, which must require that all peace officers annually complete at least 12 hours of continuing education in courses that address racial profiling, mental health, officer well-being, implicit bias training, de-escalation,		Training Commission adopts regulations establishing the minimum standards for certification, recruitment, selection, and training of peace officers. The regulations must include requirements for evaluations to be conducted during the recruitment and training of peace officers which identify implicit bias on the part of the peace officer.		officers must establish written procedures for investigating complaints of alleged misconduct made or filed against a peace officer and make copies of the procedures available to the public. Nev. Rev. Stat. Ann. § 289.057 An investigation of a peace officer may be conducted in response to a complaint or allegation that the peace officer has engaged in activities which could result in punitive action. Any such investigation of a peace officer must be commenced by the law enforcement agency within a reasonable period of time after the date of the filing of the complaint or allegation with the law enforcement agency.	peace officer shall not use deadly force against a person based on the danger that the person poses to himself or herself, if a reasonable peace officer would believe that the person does not pose an imminent threat of death or serious bodily harm to the peace officer or another person. Nev. Rev. Stat. Ann. § 171.122 The defendant must not be subjected to any more restraint than is necessary for the defendant's arrest and detention. If the defendant either flees or forcibly resists, the officer may, except as otherwise	engage in racial profiling and no retaliatory or punitive action may be taken against a peace officer who discloses information concerning racial profiling.

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		appointed by the Governor and two of whom are appointed by the Majority Leader of the Senate and the Speaker of the Assembly. The latter two members are not to be peace officers but must instead have expertise in at least one area including implicit and explicit bias, cultural competency, mental health and law enforcement, and working with children, elderly persons, pregnant persons, persons experiencing mental health crises, persons with disabilities or other		human trafficking, and firearms.				A law enforcement agency shall not suspend a peace officer without pay during or pursuant to an investigation conducted pursuant to this section until all investigations relating to the matter have concluded. Nev. Rev. Stat. Ann. § 289.823 Each law enforcement agency must establish an early warning system for the purpose of identifying peace officers who display bias indicators, including being part of a large number of incidents involving the use of force. After such an officer is identified by the system, the employing agency must increase its supervision of the officer, provide additional training and counseling, and	provided in NRS 171.1455, use only the amount of reasonable force necessary to effect the arrest. Nev. Rev. Stat. Ann. § 171.1455 If necessary to prevent escape, an officer may, after giving a warning, if feasible, use deadly force to effect the arrest of a person only if there is probable cause to believe that the person: 1. Has committed a felony which involves the infliction or threat of serious bodily harm or the use of deadly force; or 2. Poses a threat of serious bodily	

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		vulnerable populations.						decide whether consequences should be imposed. Nev. Rev. Stat. §§ 289.020—289.120 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	harm to the officer or to others.	
29	New Hampshire	N.H. Rev. Stat. Ann. § 106-L:3 The Police Standards and Training Council consists of 13 members, including two public members, neither of whom may be a certified police officer, lawyer, or judge, and neither of whom shall have a spouse, sibling, or parent who is a certified police	N.H. Rev. Stat. Ann. § 105:19 Following an investigation of officer misconduct that ends in a determination that the officer committed an act of misconduct, the name of the individual and any act of misconduct must be disclosed to the police standards and training council.	N.H. Rev. Stat. Ann. § 106-L:5, 6 The Police Standards and Training Council establishes minimum educational and training standards for employment as a police officer in the state and is responsible for certifying police officers qualified as such. Officers must satisfactorily complete a preparatory program of police at a school approved by the council.	N/A	N.H. Rev. Stat. Ann. § 105-C:4 It is the duty of police commissioners to appoint police officers.	N/A	N.H. Rev. Stat. Ann. § 105:19 Officers who observe misconduct by another law enforcement officer, including assault, sexual assault, bribery, fraud, theft, tampering with evidence, tampering with a witness, use of a chokehold, or excessive and illegal force, have a duty to notify the chief law enforcement officer in his or her department in writing as soon as possible. Within 7	N.H. Rev. Stat. Ann. § 627:5 A law enforcement officer is justified in using non-deadly force upon another person when and to the extent that he reasonably believes it necessary to effect an arrest or detention or to prevent the escape from custody of an arrested or detained person, unless he knows that the arrest or	N/A

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		officer, lawyer, or judge.						days of receiving such notification, the chief shall notify the police standards and training council of such misconduct in writing. The police department that receives a report of misconduct must conduct a timely investigation and reach a determination on the merits.	detention is illegal, or to defend himself or a third person from what he reasonably believes to be the imminent use of non-deadly force encountered while attempting to effect such an arrest or detention or while seeking to prevent such an escape. A law enforcement officer is justified in using deadly force only when he reasonably believes such force is necessary: (a) To defend himself or a third person from what he reasonably believes is the imminent use of deadly force; or (b) To effect an arrest or prevent the escape from custody of a	

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									person whom he reasonably believes: (1) Has committed or is committing a felony involving the use of force or violence, is using a deadly weapon in attempting to escape, or otherwise indicates that he is likely to seriously endanger human life or inflict serious bodily injury unless apprehended without delay; and (2) He had made reasonable efforts to advise the person that he is a law enforcement officer attempting to effect an arrest and has reasonable grounds to believe that the person is aware of these facts.	

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30	New Jersey	N.J. Stat. Ann. § 52:17B-70, 71 The Police Training Commission's membership includes two citizens of the state who are appointed by the Governor with the advice and consent of the senate other than the representative of the NJ Office of the FBI. The powers and duties of the commission include prescribing standards for the approval of schools authorized to perform police training courses, prescribing the curriculum for the schools, and	N/A	N.J. Stat. Ann. § 52:17B-68 Every municipality and county must require police officers to attend an approved school and successfully complete police training school to be given a permanent appointment as a police officer.	N/A	N.J. Stat. Ann. § 52:17B-69.2 A person who completes a police training course is eligible for appointment as a permanent full-time member of a police department or force.	N/A	N/A	N.J. Stat. Ann. § 2C:3-7 The use of force upon or toward the person of another is justifiable when the actor is making or assisting in making an arrest and the actor reasonably believes that such force is immediately necessary to effect a lawful arrest. The use of force is not justifiable under this section unless: (a) The actor makes known the purpose of the arrest or reasonably believes that it is otherwise known by or cannot reasonably be made known to the person to be arrested; and (b) When the arrest is	N.J. Stat. Ann. § 52:17B-77.13, 77.14 The Department of Law and Public Safety shall develop or identify uniform cultural diversity and implicit bias training course materials and an online tutorial that shall include instruction designed to promote positive interaction with, and community outreach to, all residents within a community, including residents of all racial, ethnic, and religious backgrounds

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		to certify police officers.							made under a warrant, the warrant is valid or reasonably believed by the actor to be valid. (2) The use of deadly force is not justifiable under this section unless: (a) The actor effecting the arrest is authorized to act as a peace officer or has been summoned by and is assisting a person whom he reasonably believes to be authorized to act as a peace officer; and (b) The actor reasonably believes that the force employed creates no substantial risk of injury to innocent persons; and (c) The actor reasonably believes that the crime for which	and lesbian, gay, bisexual, and transgender individuals residing within the community. Every state, county, and municipal law enforcement department must provide once every five years in service training of its personnel on the above topics.

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									the arrest is made was homicide, kidnapping, an offense under 2C:14-2 or 2C:14-3, arson, robbery, burglary of a dwelling, or an attempt to commit one of these crimes; and (d) The actor reasonably believes: (i) There is an imminent threat of deadly force to himself or a third party; or (ii) The use of deadly force is necessary to thwart the commission of a crime as set forth in subparagraph (c) of this paragraph; or (iii) The use of deadly force is necessary to prevent an escape.	
31	New Mexico	N/A	N.M. Stat. Ann. § 29-21-3, 4 Law enforcement agencies must submit a	N.M. Stat. Ann. § 29-7-2 The Law Enforcement Training Act establishes the New Mexico law	N/A	N.M. Stat. Ann. § 29-1-9 No sheriff of a county, mayor of a	N/A	N.M. Stat. Ann. § 29-7-13 After consultation with the employing	N.M. Stat. Ann. § 30-2-6 Homicide is justifiable when	N.M. Stat. Ann. § 29-21-1, 2 The Prohibition of Profiling

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			redacted copy of each complaint and disposition thereof involving violations of the Prohibition of Profiling Practices Act to the AG, which shall disclose the nature and disposition of the complaint but no personal identifying information. The AG shall also establish independent procedures for receiving and maintaining a record of such complaints. The AG may publish a report or summary of the general violations of the provisions of the Prohibition of Profiling Practices Act. N.M. Stat. Ann. § 29-7-7/2 Every law enforcement agency within the state shall submit quarterly a report to the director on the status of each police officer employed	enforcement academy which provides a planned program of basic law enforcement training and in-service law enforcement training for police officers and to furnish instruction and seminars to constantly upgrade law enforcement within the state. N.M. Stat. Ann. § 29-21-3 A law enforcement agency must provide training to its law enforcement officers during orientation and at least once every two years to assist officers in adhering to the Prohibition of Profiling Practices Act. N.M. Stat. Ann. § 29-7-7.1 In-service law enforcement training consists of at least 40 hours of academic instruction for each certified police officer		city or other person authorized by law to appoint special deputy sheriffs, marshals, policemen or other peace officers in the state of New Mexico to preserve the public peace and to prevent and quell public disturbances shall appoint as such special deputy sheriff, marshal, policeman or other peace officer any person who shall not be a citizen of the United States of America. No person shall assume or exercise the functions, powers, duties and privileges incident and belonging to the office of special deputy sheriff, marshal, policeman or other peace officer without first having received an		agency, the board may refuse to issue, or may suspend or revoke a police officer's certification when the board determines that a person has: (1) failed to satisfy the qualifications for certification, (2) committed acts that constitute dishonesty or fraud; (3) been convicted of, pled guilty to or entered a plea of no contest to: (a) any felony charge; or (b) any violation of federal or state law or a local ordinance relating to aggravated assault, theft, driving while under the influence of intoxicating liquor or drugs, controlled substances or any law or ordinance involving moral turpitude; (4) knowingly made any false statement in his	committed by a public officer or public employee or those acting by their command and in their aid and assistance: (1) in obedience to any judgment of a competent court; (2) when necessarily committed in overcoming actual resistance to the execution of some legal process or to the discharge of any other legal duty; (3) when necessarily committed in retaking felons who have been rescued or who have escaped or when necessarily committed in arresting felons	Practices Act provides: in conducting a routine or spontaneous investigatory activity, including an interview, a detention, a traffic stop, a pedestrian stop, a frisk or other type of bodily search or a search of personal or real property, or in determining the scope, substance or duration of the routine or spontaneous investigatory activity, a law enforcement agency or a law enforcement officer shall not rely on race, ethnicity, color, national origin, language,

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			by the law enforcement agency. The reports shall include the status of in-service law enforcement training.	during each 24-month period of employment.		appointment in writing from a person authorized by law to appoint special deputy sheriffs, marshals, policemen or other peace officers. N.M. Stat. Ann. § 29-7-6 Within twelve months of beginning employment as a police officer, the officer must apply and be certified by the New Mexico Law Enforcement Academy Board. Certification requirements include evidence of a certificate of completion for an approved law enforcement training program.		application for certification. N.M. Stat. Ann. § 29-21-3 Law enforcement agencies must investigate complaints alleging officer violations of the Prohibition of Profiling Practices Act and take appropriate measure to discipline officers who violate the provisions. N.M. Stat. Ann. §§ 29-14-1—29-14-11 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	fleeing from justice; or (4) when necessarily committed in order to prevent the escape of a felon from any place of lawful custody or confinement. For the purposes of this section, homicide is necessarily committed when a public officer or public employee has probable cause to believe he or another is threatened with serious harm or deadly force while performing those lawful duties described in this section. Whenever feasible, a public officer or employee should give warning prior	gender, gender identity, sexual orientation, political affiliation, religion, physical or mental disability or serious medical condition, except in a specific suspect description related to a criminal incident or suspected criminal activity, to select a person for or subject a person to the routine or spontaneous investigatory activity. In conducting an investigatory activity in connection with an investigation, a law

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									to using deadly force.	enforcement agency or a law enforcement officer shall not rely on race, ethnicity, color, national origin, language, gender, gender identity, sexual orientation, political affiliation, religion, physical or mental disability or serious medical condition, except to the extent that credible information, relevant to the locality or time frame, links a person with those identifying characteristics to an identified criminal incident or

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										criminal activity.
32	New York	N/A	N.Y. Exec. Law § 837-t The chief of every police department shall report any instance or occurrence in which a police officer or peace officer employs the use of force. On an annual basis, the commissioner shall publish on the department's website a comprehensive report including the use of force information received. Such reports shall not identify the names of the individuals involved, but for each event reported, shall list the date of the event, the location, a description of the circumstances of the event, and the race, sex, ethnicity, and age of all persons engaging in force or suffering an injury.	N.Y. Crim. Proc. Law S 2.30 Every peace officer in NY must complete a training program, a portion of which is prescribed by the municipal police training council and a portion of which is prescribed by his or her employer. The portion prescribed by the municipal police training council shall be comprised of subjects, and the hours each is to be taught, that shall be required of all types or classes of peace officers. The hours of instruction required by the municipal police training council shall not exceed one hundred eighty unless a greater amount is either required by law or regulation or is requested by the employer. The segment prescribed by the employer for its employees shall be	N/A	N.Y. Crim. Proc. Law S 2.30 Each peace officer satisfactorily completing the course prescribed by the municipal police training council shall be awarded a certificate by the division of criminal justice services attesting to that effect, and no person appointed as a peace officer shall exercise the powers of a peace officer, unless he or she has received such certification within twelve months of appointment.	N/A	N/A	N.Y. Crim. Proc. Law § 2.20 Peace officers have the power to use physical force and deadly physical force in making an arrest or preventing an escape. N.Y. Penal Law § 35.30 A police officer or peace officer, in the course of effecting or attempting to effect an arrest, or of preventing or attempting to prevent the escape from custody, of a person whom he or she reasonably believes to have committed an offense, may use physical force	N/A

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				comprised of subjects, and the hours each is to be taught, relating to the special nature of the duties of the peace officers employed by it provided, however, that when the subjects prescribed by the employer are identical to the subjects in the training program required by the municipal police training council, the employer shall not be required to provide duplicate training for those subjects.					when and to the extent he or she reasonably believes such to be necessary to effect the arrest, or to prevent the escape from custody, or in self-defense or to defend a third person from what he or she reasonably believes to be the use or imminent use of physical force; except that deadly physical force may be used for such purposes only when he or she reasonably believes that: (a) The offense committed by such person was: (i) a felony or an attempt to commit a felony involving the use or attempted use or threatened imminent use of physical force	

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									against a person; or (ii) kidnapping, arson, escape in the first degree, burglary in the first degree or any attempt to commit such a crime; or (b) The offense committed or attempted by such person was a felony and that, in the course of resisting arrest therefor or attempting to escape from custody, such person is armed with a firearm or deadly weapon; or (c) Regardless of the particular offense which is the subject of the arrest or attempted escape, the use of deadly physical force is necessary to defend the police	

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									officer or peace officer or another person from what the officer reasonably believes to be the use or imminent use of deadly physical force.	
33	North Carolina <i>*Note: NC passed sweeping police reform in 2021 as reflected in these provisions</i>	N.C. Gen. Stat. Ann. § 17C-3 The North Carolina Criminal Justice Education and Training Standards Commission is comprised of 34 members, including two citizens, one selected by the Governor and one selected by the AG.	N.C. Gen. Stat. Ann. § 17C-14 The Commission shall maintain a statewide database accessible to the public on its website that contains all revocations and suspensions of law enforcement officer certifications by the commission. N.C. Gen. Stat. Ann. § 17C-15 The Criminal Justice Standards Division of the DOJ shall maintain a statewide Criminal Incident Database for use by law enforcement agencies	N.C. Gen. Stat. Ann. § 17C-6 The North Carolina Criminal Justice Education and Training Standards Commission establishes minimum educational and training standards that must be met in order to qualify for entry level employment and retention as a criminal justice officer, which include education and training in response to an investigation of domestic violence cases, education and training on juvenile justice issues, and education and training to develop knowledge and increase awareness of effective mental health	N/A	N.C. Gen. Stat. Ann. § 17C-6 The North Carolina Criminal Justice Education and Training Standards Commission is required to search the National Decertification Index for each applicant for certification or lateral transfer and utilize any record of conviction of a criminal offense received as a result of the search during the application and lateral transfer process to determine if the	N/A	N/A	N.C. Gen. Stat. Ann. § 15A-401(d) A law-enforcement officer is justified in using force upon another person when and to the extent that he reasonably believes it necessary to prevent the escape from custody or to effect an arrest of a person who he reasonably believes has committed a criminal offense, unless he knows that the arrest is unauthorized; or to defend himself or a	N/A

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			that tracks all critical incident data of law enforcement officers in NC. A “critical incident” is defined as an “incident involving any use of force by a law enforcement officer that results in death or serious bodily injury to a person.” N.C. Gen. Stat. Ann. § 132-1.4 A law enforcement agency must permit immediate disclosure of body-worn camera, dashboard camera, or any other video or audio recording to an individual or their personal representative. For such disclosure, the individual must submit a signed and notarized form to the law enforcement agency, which then must file a petition in the superior court for a determination of	and wellness strategies for officers. The Commission also establishes minimum standards for in-service training of officers on topics including but not limited to ethics, mental health, community policing, minority sensitivity, and the use of force.		applicant has any record that would disqualify the applicant from certification.			third person from what he reasonably believes to be the use or imminent use of physical force while effecting or attempting to effect an arrest or while preventing or attempting to prevent an escape. A law-enforcement officer is justified in using deadly physical force upon another person for a purpose specified in subdivision (1) of this subsection only when it is or appears to be reasonably necessary to defend himself or a third person from what he reasonably believes to be the use or imminent use of deadly physical force, to effect an arrest or	

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			whether to disclose the recording. Notably, this statute was modified to remove the agency's ability to unilaterally determine whether to disclose the recording without involving a neutral third party. N.C. Gen. Stat. Ann. § 15A-401(d1) When a law enforcement officer observes another officer using potentially excessive force against an individual, the officer must report it to a superior officer within 72 hours.						to prevent the escape from custody of a person who he reasonably believes is attempting to escape by means of a deadly weapon, or who by his conduct or any other means indicates that he presents an imminent threat of death or serious physical injury to others unless apprehended without delay or to prevent the escape of a person from custody imposed upon him as a result of conviction for a felony.	
34	North Dakota	N/A	N/A	N.D. Cent. Code Ann. § 12-63-04 The Peace Officer Standards and Training	N/A	N.D. Cent. Code Ann. § 12-63-02, 06, 07	N/A	N.D. Cent. Code Ann. § 12-63-12 The board may revoke or suspend a license	N.D. Cent. Code Ann. § 12.1-05-07 Deadly force is justified when	N/A

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				Board prescribes the criteria for certification of basic, advanced, and specialized peace officer training curriculum and establishes the curriculum for basic and advanced peace officer training.		An individual may not perform law enforcement duties in North Dakota unless they are licensed. An applicant for a license as a peace officer must file a written application provided by the board showing that the applicant has good moral character, has a high school diploma or equivalent, has a complete background investigation, has passed the medical and psychological examinations, has successfully completed a training program, and has passed the examination. The written examination is established by the board.		or impose probationary conditions to an individual who has been convicted or pled guilty to a felony offense, has unjustifiably used deadly force, has made a false statement under oath or while obtaining a license or permit, or has violated a provision or rule of the board.	used in lawful self-defense, or in lawful defense of others, if such force is necessary to protect the actor or anyone else against death, serious bodily injury, or the commission of a felony involving violence. The use of deadly force is not justified if it can be avoided, with safety to the actor and others, by retreat or other conduct involving minimal interference with the freedom of the individual menaced. An individual seeking to protect another individual must, before using deadly force, try to cause the other individual to retreat, or otherwise comply	

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									with the requirements of this provision, if safety can be obtained thereby. However, the duty to retreat or avoid force does not apply to a public servant's use of force in the performance of the public servant's duties or in assisting the public servant need not desist from the public servant's or individual's efforts because of resistance or threatened resistance by or on behalf of the other individual against whom the public servant's or individual's action is directed.	
35	Ohio	Ohio Rev. Code Ann. § 109.71	Ohio Rev. Code Ann. § 109.761	Ohio Rev. Code Ann. § 109.73, 77, 80	N/A	Ohio Rev. Code Ann. § 109.77	N/A	N/A	Ohio Rev. Code Ann. § 2917.05	N/A

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		The Ohio Peace Officer Training Commission consists of ten members appointed by the governor with the advice and consent of the Senate, including one member representing the public.	Each agency or entity that employs peace officers must report to the Ohio Peace Officer Training commission the appointment or employment of any person to serve the agency and the termination or resignation of any person appointed to the agency yearly.	The Ohio peace officer training commission shall establish and conduct a training school for law enforcement officers, known as the Ohio police officer training academy. The program shall last at least three weeks and include courses in both the civil and criminal functions of law enforcement officers, a course in crisis intervention with 6+ hours of training, training on handling domestic abuse and violence incidents, training in the handling of missing children or child abuse and neglect cases, and training on companion animal encounters. Peace officers are also required to attend advanced in-service training programs on similar areas of study.		No person shall be appointed on a permanent basis as a peace officer unless the person has been awarded a certificate by the executive director of the Ohio Peace Officer Training Commission attesting to the persons satisfactory completion of an approved peace officer basic training program.			A law enforcement officer or fireman, engaged in suppressing riot or in protecting persons or property during riot: (A) Is justified in using force, other than deadly force, when and to the extent he has probable cause to believe such force is necessary to disperse or apprehend rioters. (B) Is justified in using force, including deadly force, when and to the extent he has probable cause to believe such force is necessary to disperse or apprehend rioters whose conduct is creating a substantial risk of	

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									serious physical harm to persons.	
36	Oklahoma	Okla. Stat. Ann. tit. 11, § 34-107 Oklahoma Association of Chiefs of Police has responsibility of conducting compliance reviews for Oklahoma Municipal Law Enforcement Agencies. Compliance Reviews shall be conducted upon receipt of a complaint or reasonable cause to believe the agency has failed to comply with safety and liability policy requirements. A complaint against a municipality for noncompliance	Okla. Stat. Ann. tit. 22, § 34.2 Officers who witness another officer using excessive force must report to offending officer's immediate supervisor, including date, time, place of incident, identity of participants, and description of force used; officers who fail to report use of excessive force shall be guilty of a misdemeanor.	Okla. Stat. Ann. tit. 11, § 34-107 Every municipal police department shall have adopted policies that, at a minimum, address the following safety and liability issues: search and seizure; arrest and alternatives to arrest; strip and body cavity searches; evidence and property management; inventories and audits; use of firearms and use of force; pursuit driving; impartial policing/racial profiling; mental health; professional conduct of officers; domestic abuse; response to missing persons; and supervision of part-time officers.	N/A	Okla. Stat. Ann. tit. 11, § 34-101.1 For purposes of the certification of municipal police officers pursuant to state law, the employing municipality shall use a psychological instrument approved by the Council on Law Enforcement Education and Training. The employing municipality shall administer such psychological instrument in accordance with standards established within the test document. To aid the evaluating psychologist in interpreting the test results, including	N/A	N/A	Okla. Stat. Ann. tit. 22, § 34.1 (Note: there is a proposed amendment to this statute that would provide more protection to an officer using excessive force) Officers who use excessive force shall be subject to criminal laws to same degree as any citizen. Excessive force is defined as "physical force which exceeds the degree of physical force permitted by law or the policies and guidelines of the law enforcement entity." Law enforcement entities must	Okla. Stat. Ann. tit. 22, § 34.3 Officers and agencies may not engage in racial profiling ("the detention, interdiction or other disparate treatment of an individual solely on the basis of the racial or ethnic status of such individual"); violation of this section is a misdemeanor Every police agency must adopt a detailed written policy that clearly defines the elements constituting racial profiling and the policy

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		with this section shall be submitted in writing to the Oklahoma Association of Chiefs of Police, the Director of CLEET and the municipality. Upon notification, the municipality shall have 6 months to come into compliance. If the agency has not come into compliance after 6 months, the Oklahoma Association of Chiefs of Police shall notify in writing the chief elected official of the governing body of the law enforcement agency, the chief law enforcement officer of the law enforcement agency, and the				automated scoring and interpretations, the municipal employer shall provide the psychologist a statement confirming the identity of the individual taking the test as the person who is employed or seeking to be employed as a police officer of the municipality and attesting that it administered the psychological instrument in accordance with standards within the test document. The psychologist shall report to the employing municipality the evaluation of the assessment instrument and may include any additional recommendations to assist the			adopt policies concerning the use of force .	must be available for public inspection Okla. Stat. Ann. tit. 22, §§ 34.4, 34.5 If any person stopped or arrested believes the stop or arrest was in violation of § 34.3, they may file a complaint with the AG's Office of Civil Rights Enforcement and with the DA for the county where the stop or arrest occurred; a copy of the complaint must be forwarded to the arresting officer's employer and the employer shall investigate

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		liability insurance company of the law enforcement agency. If after 6 months a municipality has not reached full compliance with the requirements of this section, the Oklahoma Association of Chiefs of Police may request the Director of CLEET for an additional 6 months if it is determined the municipality is substantially attempting to comply with the requirements herein.				employing municipality in determining whether to certify to the Council on Law Enforcement Education and Training that the person being evaluated is suitable to serve as a police officer. No additional procedures or requirements shall be imposed for performance of the psychological evaluation. Okla. Stat. Ann. tit. 11, § 34-102 The Chief of Police of a municipality must be at least 21 years old, US citizen, have GED or high school diploma, be certified as peace officer in Oklahoma by Council on Law Enforcement Education and				for any disciplinary action/criminal prosecution.

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
						Training (CLEET), and complete course of training meeting CLEET criteria for police chief administration.				
37	Oregon	Or. Rev. Stat. Ann. § 131.906 Law Enforcement Contacts Policy and Data Review Committee consists of 11 members appointed by the Governor to receive and analyze demographic data to ensure that law enforcement agencies perform duties without inequitable or unlawful discrimination based on race,	Or. Rev. Stat. Ann. § 131.906 The Law Enforcement Contracts Policy and Data Review Committee shall make findings and issue recommendations to the appropriate interim legislative committees annually before December 1. The state shall foster, encourage, and support the collection and analysis of demographic data by state and local enforcement agencies. Or. Rev. Stat. Ann. § 131.935 Law enforcement agencies must record officer-initiated	Or. Rev. Stat. Ann. §§ 181A.360-380 Board on Public Safety Standards and Training consists of 26 members; promotes safety, competency of public safety agencies; promote enforcement of safety and training standards. Or. Rev. Stat. Ann. §§ 181A.444-445 Beginning in 2023, Department of Public Safety Standards and Training shall review and update training on interacting with persons who have experienced trauma; develop best practices for interacting	Or. Rev. Stat. Ann. § 133.314 Officers shall not be held criminally or civilly liable for arrests when acting in good faith and without malice.	Or. Rev. Stat. Ann. § 181A.395 Officers must be at least 21 years old.	Or. Rev. Stat. Ann. § 181A.725 Oregon Community Crime Prevention Center develops and implements programs to mobilize the community to reduce crime.	Or. Rev. Stat. Ann. §§ 181A.680-692 Misconduct is defined as: unjustified/excessive force that is objectively unreasonable under circumstances or in violation of use of force policy; sexual harassment or misconduct; discrimination against a person based on race, color, religion, sex, sexual orientation, national origin, disability or age; and a crime. Officers must intervene to prevent or stop another officer engaged in any	Or. Rev. Stat. Ann. §§ 181A.775-815 Each county has a Deadly Physical Force Planning Authority to develop a plan to deal with education, outreach, training regarding use of deadly force; immediate aftermath of incident; investigation of incident; potential criminal responsibility of officer; collecting information regarding use of deadly force; estimate on fiscal impact on law	Or. Rev. Stat. Ann. §§ 131.915-945 Law enforcement agencies must have written policies and procedures prohibiting profiling; policies should include prohibition on profiling; procedures for filing and investigating a complaint alleging profiling. Agencies must investigate all complaints

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		color or national origin. Or. Rev. Stat. Ann. § 131.945 Department of Public Safety Standards and Training shall receive and review reports provided by Oregon Criminal Justice Commission and provide advice/technical assistance to any law enforcement agency mentioned in the report; advice should be based on best practices in policing determined by the Oregon Center for Policing Excellence; upon provision of advice, the Dep’t	pedestrian and traffic stops including information on: date, location, time; race, ethnicity, age and sex of person stopped; nature of violation or reason for stop; result of the stop. Or. Rev. Stat. Ann. § 181A.663 Law enforcement units must participate in the National Use of Force Data Collection operated by the FBI.	with persons who experienced trauma. Or. Rev. Stat. Ann. § 181A.660 Oregon Center for Policing Excellence provides training to public safety personnel and serves to make policing in Oregon more effective and efficient; make communities safer; reduce number of criminal offenders; all agencies of state government are directed to cooperate with the center.				misconduct unless cannot be done safely. Officers must report any misconduct witnessed to person with authority to direct investigation no later than 72 hours; failure to report or intervene is grounds for disciplinary action; any discipline resulting in economic sanction must be reported to Dep’t of Public Safety Standards and Training within 10 days. Or. Rev. Stat. § 236.350—236.360 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	enforcement agencies. Or. Rev. Stat. Ann. § 181A.483 Board on Public Safety Standards and Training shall adopt rules prohibiting the training of officers to use physical force that impedes normal breathing or circulation of blood by applying pressure on neck or throat of another, except as a defensive maneuver.	alleging profiling within 180 days of the incident and respond within a reasonable time after the investigation; the response must contain a statement of the final disposition of the complaint. Oregon Criminal Justice Commission shall review all law enforcement data, including prevalence and result of officer-initiated stops to identify patterns/practices of profiling.

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		shall present summary in the county in which the law enforcement agency is located; presentation must be open to public, featuring live testimony by presenters. Or. Rev. Stat. Ann. § 181A.684 Dep’t of Public Safety Standards and Training shall establish a statewide online public database of suspensions and revocations of certifications of police officers and discipline of officers involving economic sanctions.								

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38	Pennsylvania	53 Pa. Stat. and Cons. Stat. § 2163 Municipal Police Officers' Education and Training Commission shall consist of 20 members from across state government, including chiefs of police, borough officials, an educator in the field of law enforcement; a member representing the public at large; two non-commissioned police officers; and a director of one of the certified training schools.	53 Pa. Stat. and Cons. Stat. § 2164 The Commission must make an annual report to Governor and General Assembly on the training programs' administration, including recommendations for executive or legislative action for improvement.	53 Pa. Stat. and Cons. Stat. §§ 2161-2171 Municipal Police Officers' Education and Training Commission shall establish and administer minimum courses of study for officers, including training for mental illness, proper de-escalation techniques, interacting with individuals with diverse racial, ethnic, and economic backgrounds. In-service training must include instruction on use of force, deadly force, de-escalation and harm reduction, and shall include a biennial basis instruction in community and cultural awareness, implicit bias, procedural justice, and reconciliation techniques developed by the Commission.	42 Pa. Stat. and Cons. Stat. § 8528 Civil damages should not exceed \$250,000 in favor of any plaintiff or \$1,000,000 in aggregate.	44 Pa. Stat. and Cons. Stat. § 7203 As a condition of continued employment, all law enforcement agencies must provide officers with mental health evaluation for PTSD by licensed professional when: requested by officer; on recommendation of a police chief or other supervisor; or within 30 days of incident of use lethal force during duties. 44 Pa. Stat. and Cons. Stat. § 7301 All officers must undergo background investigation.	N/A	N/A	18 Pa. Stat. and Cons. Stat. § 508 Officers are justified in using any force which they believe necessary to effect an arrest and any force which they believe necessary to defend themselves or another from bodily harm while making arrest. Deadly force is justified only when officer believes that such force is necessary to prevent death or serious bodily injury to self or other person or when officer believes necessary to prevent escape or person to be arrested has committed forcible felony or is attempting to	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
									escape and possesses a deadly weapon.	
39	Rhode Island	N/A	42 R.I. Gen. Laws Ann. § 42.28.2-7 The commission on standards and training shall make an annual report to the director of public safety which includes data regarding standards established and degree of participation of municipalities training programs.	42 R.I. Gen. Laws Ann. §§ 42.28.2-1 – 42.28.2-12 Commission on standards and training shall establish mandatory training standards (not applicable to city of Providence), including physical, educational, mental, and moral fitness standards, and standards for course of study in police training school. Mandatory instruction for recruits and in-service officers to identify, respond to, and report all incidents of hate crimes, criminal gang activity, identify mental illness or substance abuse disorders.	N/A	42 R.I. Gen. Laws Ann. § 42.28.3-1 All applicants must undergo psychological evaluation with licensed psychologist.	N/A	42 R.I. Gen. Laws Ann. §§ 42.28.6-1 – 42.28.6-17 Law Enforcement Officers’ Bill of Rights provide various rights and procedures for officers who may be subject to discipline for non-criminal conduct.	12 R.I. Gen. Laws Ann. § 12.7.8 Officer may not use greater restraint than necessary for the detention of any person and may not use unnecessary or unreasonable force in making an arrest. 12 R.I. Gen. Laws Ann. § 12.7.9 Officers may use deadly force when arresting someone committing/attempting to commit a felony only when officer reasonably believes deadly force is necessary to effect arrest and person to be arrested is aware	N/A

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									an officer is attempting arrest.	
40	South Carolina	S.C. Code Ann. § 23-4-130 Criminal Justice Committee.	S.C. Code Ann. § 56-5-6560 Data on traffic stops including race, gender, age, or ethnicity of driver must be collected and submitted to Department of Public Safety who will maintain a website with these reports for the public. S.C. Code Ann. § 23-4-130 Criminal Justice Committee must file with the Governor by December 31 an annual report of its activities and progress, citing recommendations for changes and legislative initiatives for improvement of criminal justice system; Governor shall review and may adopt the	S.C. Code Ann. §§ 23-23-50, 23-23-55 Mandatory training in domestic violence, mental health, addictive disorders, and Fourth Amendment issues. S.C. Code Ann. § 23-23-20 Training is run by the South Carolina Criminal Justice Academy.	N/A	N/A	N/A	S.C. Code Ann. § 23-23-150 Excessive use of force constitutes officer misconduct which must be reported to the South Carolina Criminal Justice Academy.	S.C. Code Ann. § 23-23-150 Excessive use of force constitutes officer misconduct which must be reported to the South Carolina Criminal Justice Academy.	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
			recommendations in annual legislative proposals to General Assembly.							
41	South Dakota	N/A	N/A	S.D. Codified Laws §§ 23-3-26, 23-3-18.1, 23-3-39.4, 23-3-42.1, 23-3-55, 23-3-39.9 Mandatory training for reporting/investigating missing persons, and domestic abuse. Minimum training required of officers shall include a minimum of 4 hours on domestic abuse. Mandatory response to resistance training; after initial training, further training required every two years.	N/A	S.D. Codified Laws § 23-3-42 Minimum age, education, physical and mental standards, citizenship, good moral character, experience, and other competence requirements.	N/A	N/A	S.D. Codified Laws §§ 22-16-32, 22-18-2, 23A-3-5 Deadly force is justified if necessarily committed in overcoming actual resistance; if necessarily committed in retaking felons who were rescued/escaped; if necessarily committed in arresting felons fleeing from justice. Use of force is permitted if necessarily committed by a public officer in performance of	N/A

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									legal duty or by another person assisting officer or acting under officer's direction. No person shall subject an arrested person to more physical restraint than reasonably necessary to effect the arrest.	
42	Tennessee	N/A	Tenn. Code Ann. §§ 38-10-102, 38-10-104 Agencies must submit to director of TN Bureau of investigation reports of law enforcement-related deaths, including whether individual was in custody and whether a weapon was involved; director shall correlate the reports and compile and submit to Governor and General Assembly an annual report based on these reports; Annual report shall include	Tenn. Code Ann §§ 37-1-603, 38-3-117, 38-6-114, 38-8-112, 38-8-113, 38-8-117, 38-8-119, 68-1-1102 Mandatory training on responding to persons with mental illnesses; sudden, unexplained child death; domestic violence; human trafficking; people who exhibits characteristics of acquired brain injury, intellectual disability or developmental disability; child sexual abuses. If included in training curriculum, use of choke	N/A	Tenn. Code Ann. § 38-8-106 Officers must be at least 18 years old, high school graduate or equivalent; no prior criminal convictions; no dishonorable discharge from military; pass physical and psychological exam; good moral character as determined by employing agency investigation.	N/A	Tenn. Code Ann. §§ 38-8-301—38-8-312 Law Enforcement Officers' Bill of Rights ("LEOBR").	Tenn. Code Ann. §§ 38-3-121, 38-8-113, 39-11-620, 40-7-108 Choke holds or similar respiratory restraints are prohibited unless other methods of restraint are ineffective; if included in training curriculum, shall be taught as an alternative method to be used after mace or other less dangerous	N/A

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			percentage of suspects, victims and convicted offenders based on race, gender, age, nationality, and any other appropriate demographic. Tenn. Code Ann. § 38-8-131 Agencies must establish a use of force reporting system that allows for effective review and analysis of use of force incidents; to help identify trends, improve officer training and safety, collect data, and provide timely/accurate information; reports shall be made monthly to TN bureau of investigation and report must be made publicly available on bureau's website.	holds must be taught as alternative method to be used after mace and other less dangerous methods of restraint. Tenn. Code Ann. §§ 38-8-128 Mandatory training on de-escalation techniques including verbal techniques; application of reasonable and proportional force based on totality of circumstances.					methods prove ineffective. Officers may use force that is reasonably necessary to arrest a suspect of a criminal act who resists or flees from arrest (after giving notice of officer's identity). Deadly force may be used to arrest only if all other reasonable means of apprehension have been ineffective; probable cause to believe the suspect has committed a felony involving infliction or threatened infliction of serious bodily injury; probable cause to believe suspect poses a threat of serious bodily	

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									injury to officer or others. Tenn. Code Ann. § 38-8-129 Officer who witnesses use of excessive force by another officer must intervene to prevent harm from occurring and must report incident to a supervisor as soon as practical; agency is prohibited from retaliating against officer who intervenes against excessive use of force, reports excessive force, or cooperates in internal investigation related to excessive use of force.	
43	Texas	N/A	Tex. Code Crim. Proc. Ann. art. §§ 2.139, 49.18	Tex. Occ. Code Ann. §§ 1701.253, 256, 258, 261,	N/A	Tex. Occ. Code Ann. §§ 1701.301 – 309	N/A	Tex. Loc. Gov't. Ann. Code §§ 143.1214	Tex. Code Crim. Proc. Ann. art. § 15.24	Tex. Occ. Code Ann. §§ 1701.253

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			Incidents involving use of force must be reported including age, gender, race, ethnicity of officer and injured/deceased person involved. If person dies while in custody of officer, director of agency shall investigate death and file a written report or cause of death with the AG no later than 30 days after death; AG shall make the report available to any interested person subject to any privileged portion. Tex. Code Crim. Proc. Ann. art. §§ 2.132, 2.133, 2.134 Agencies must report traffic stops including data on gender, race/ethnicity, reason for stop, result of stop.	262, 264, 265, 268, 352, 404, 4045, 656 Mandatory training in crime victims’ rights; child abuse/neglect; family violence; sexual assault; sex offender characteristics, human trafficking; canine encounters and canine behavior. Commission on public safety and training must establish comprehensive training program on civil rights, racial sensitivity, and cultural diversity. 40-hour training program on de-escalation and crisis intervention techniques to facilitate interaction with mentally impaired persons; de-escalation techniques to facilitate interaction with members of public, including for limiting use of force resulting in bodily injury.		Psychological and emotional health exam; lack of drug dependency or illegal drug use; physical exam; must be 21 years of age but if 18 years of age or older, must complete and receive credit of at least 60 hours of study at college/university or has an honorable discharge from military after at least 2 years of service.		Records of officer discipline or misconduct must be expunged if overturned on appeal by the commission, 3rd party examiner, or a court. Tex. Loc. Gov't Code Ann. §§ 143.001—143.020 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	In making arrest, all reasonable means of force are permitted to effect it; no greater force than necessary to secure arrest and detention of accused. Tex. Penal Code Ann. §§ 9.51, 9.52 Use of force justified when officer reasonably believes force is immediately necessary in making arrest or preventing escape; before using force, officer identifies self as officer unless reasonably believes already known. Deadly force justified when officer reasonably believes immediately necessary to make	Commission on public safety and training must establish comprehensive training program on civil rights, racial sensitivity, and cultural diversity. Tex. Code Crim. Proc. Ann. art. §§ 2.132, 2.133, 2.134 Agencies must develop detailed written policy on racial profiling which strictly prohibits peace officers from engaging in racial profiling and allows for individuals to file complaints; provide public education relating to

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
				Training in weapons proficiency. Before agencies may operate a body-worn camera (“BWC”) program, agency must provide training in BWCs.					arrest or prevent escape; or substantial risk that person will cause death or serious bodily injury to officer or another. Tex. Code Crim. Proc. Ann. art. § 2.1387 Officers witnessing use of excessive force have duty to intervene if amount of force exceeds that which is reasonable under circumstances; the use of force violates state/federal law; force is not immediately necessary to avoid imminent bodily injury to officer or another; force is not required to apprehend person suspected of	agency’s process.

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
									committing crime; Officer must make detailed report of incident and deliver report to supervisor.	
44	Utah	N/A	Utah Code Ann. § 77-7-8.5 Officers must report incidents involving forcible entry and deploying tactical groups, and the agency shall compile the data annually as a report submitted to Commission on Criminal and Juvenile Justice and local governing body; yearly reports shall be summarized and reported to the AG, speaker of House of Representatives; report shall be published to Utah Open Government website. Utah Code Ann. § 76-2-408	Utah Code Ann. §§ 53-1-106.5, 67-5-35, 76-5-608 Mandatory training in medical cannabis law; best practices in reducing officer use of force, legal and constitutional foundations for officer authority; technology integrating legal training; reporting use of force; tactical disengagement; preservation of life; investigating use of force; sexual abuse.	N/A	Utah Code Ann. § 53-6-211 Officer certification can be revoked if officer falsifies information, has physical or mental disability, addicted to alcohol or other substance; engages in state or federal criminal offense; refuses to respond truthfully to issued warning; engages in sexual conduct while on duty.	N/A	N/A	Utah Code Ann. §§ 53-13-115, 76-2-403, 76-2-204, 77-7-7 Officer may not restrain person by applying knee to the neck or throat; violating this section is a third-degree felony; if violation results in serious bodily injury, it is 2nd degree felony, if results in death, 1st degree felony. Officers may use any force, except deadly force, he reasonably believes necessary to effect an arrest or defend himself or another from	N/A

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			When “officer-involved critical incident” occurs (use of deadly force, dangerous weapon, death or serious bodily injury to person), agency must notify county or DA where incident occurred; chief executive of agency and county/district attorney shall jointly designate investigating agency for the incident.						bodily harm while making arrest. Deadly force justified when officer executing death penalty; effecting arrest to prevent escape where reasonably believes deadly force is necessary to prevent escape; probable cause to believe suspect committed felony offense involving infliction or threatened infliction of death or serious bodily injury; probable cause to believe suspect poses threat of death or serious bodily injury to officer or others if apprehension delayed; reasonable belief that deadly force is necessary to prevent death or	

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									serious bodily injury to officer or another; if feasible, verbal warning required prior to use of deadly force. If person arrested flees or forcibly resists after being informed of intent to make arrest, officer may use reasonable force to effect arrest.	
45	Vermont	N/A	Vt. Stat. Ann. tit.20, § 2368 Agencies shall report annually whether they have adopted a fair and impartial policing policy. Vt. Stat. Ann. tit.20, § 2366 Every agency shall collect roadside stop data including: age, gender, race of driver; grounds for stop;	Vt. Stat. Ann. tit.20, §§ 2358, Vermont Criminal Justice Council responsible for training officers. Training in fair and impartial policing; implicit bias; domestic violence; sexual violence; animal cruelty; electronic control devices (e.g. tasers). Vt. Stat. Ann. tit.20, § 2368	N/A	Vt. Stat. Ann. tit. 20, § 2358 Officers must complete basic training course and annual in-service training.	N/A	Vt. Stat. Ann. tit. 20, § 2401 Failing to intervene when observing use of force may result in discipline for gross professional misconduct.	Vt. Stat. Ann. tit. 13, § 1032 Officer using prohibited restraint (pressure to neck, throat, windpipe, or carotid artery) that causes serious bodily injury or death shall be imprisoned for not more than 20 years or fined not more	Vt. Stat. Ann. tit.20, § 2366 Agencies shall adopt fair and impartial policing policy including restrictions on communication /involvement with federal immigration authorities.

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			grounds for search, evidence; outcome of stop.	Agencies that use body-worn cameras shall follow and enforce a policy for use.					than \$50,000 or both. Vt. Stat. Ann. tit.20, § 2368 Officer has duty to intervene when observing another officer using prohibited restraint. Deadly force justified only when objectively reasonable and necessary based on totality of circumstances; defend against imminent threat of death or serious bodily injury; apprehend a fleeing person for felony if reasonable belief person will cause death or serious bodily injury to another unless apprehended; no reasonable	

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									alternative to use of deadly force based on totality of circumstances; deadly force not allowed when danger is posed only to self. Chokehold not permitted unless deadly force is justified.	
46	Virginia	Va. Code Ann. § 9.1-191 Dep't of Criminal Justice Services shall periodically access the Community Policing Report Database (maintained by Dep't of State Police) to analyze the data to determine existence/prevalence of bias-based profiling and complaints	Va. Code Ann. § 9.1-191 Director of Dep't of Criminal Justice Services shall annually report the findings and recommendations to the Governor, the General Assembly, and the AG every July 1. Va. Code Ann. § 52-30.3 Dep't of State Police shall develop and implement uniform statewide database to collect traffic and	Va. Code Ann. § 9.1-102 Mandatory training in sensitivity to and awareness of cultural diversity and potential for biased policing. Mandatory training in technology equipment; best practices for pursuits; questioning individuals suspected of driving while intoxicated; communication of death notifications; criminal investigations embodying best practices for photo and live lineups; communication with and	N/A	Va. Code Ann. § 15.2-1705 Officers must be at least 18 years old; undergo physical exam; no criminal convictions; undergo background investigation; have a high school education or equivalent.	N/A	Va. Code Ann. §§ 9.1-500 <i>et seq.</i> Law Enforcement Officers Procedural Guarantee Act provides procedure for officers accused of any misconduct; Law Enforcement Officers' Bill of Rights ("LEOBR").	Va. Code Ann. § 18.2-411 During unlawful assembly or riot, officers may use force consistent with the preservation of life, to induce or force those unlawfully assembled to disperse before an attack that may endanger lives. Va. Code Ann. § 19.2-83.6	Va. Code Ann. § 9.1-102 Mandatory training in sensitivity to and awareness of cultural diversity and potential for biased policing. Va. Code Ann. § 52.30.2 State police officers may not engage in bias-based profiling; must

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
		of excessive force. Va. Code Ann. §§ 9.1-600 – 601 All law enforcement agencies shall have procedures allowing citizens to submit complaints regarding conduct of agency personnel; A law enforcement civilian oversight body may be established to investigate complaints against officers; issue findings on the incidents; request reports from agencies; make public reports on activities of the oversight body.	investigatory stop records, records of complaints of excessive force; data shall be provided to Dep’t of Criminal Justice Services for analysis. Va. Code Ann. §§ 9.1-600 – 601 Law Enforcement Civilian Oversight body shall make public reports on activities of the oversight body. Va. Code Ann. § 9.1-191 Dep’t of Criminal Justice Services shall periodically access the Community Policing Report Database (maintained by Dep’t of State Police) to analyze the data to determine existence/prevalence of bias-based profiling and complaints of excessive force; Director shall annually report the findings and	safe return of individuals diagnosed with Alzheimer’s disease; family and domestic abuse; human trafficking; missing persons search and rescue protocol.					Officers who witness use of excessive force must intervene to prevent further use of excessive force; shall render aid as circumstances reasonably permit to any person injured; such force shall be reported according to agency’s policies for reporting misconduct; agency shall not retaliate against officer who intervenes or makes a report about excessive force.	collect data pertaining to all traffic and investigatory stops.

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			recommendations to the Governor, the General Assembly, and the AG every July 1. Va. Code Ann. § 22.1-279.10 Dep't of Criminal Justice Services, Dep't of Educ., and Dep't of Juvenile Justice shall annually report, collect, and publish on website data on use of force against students, including chemical and physical restraints; data should include age, grade, race, ethnicity, gender, and disability.							
47	Washington	Wash. Rev. Code Ann. § 10.114.011 Where use of deadly force results in death, substantial bodily harm, or great bodily harm, an independent	Wash. Rev. Code Ann. §§ 10.118.010 – 040 Agencies must report use of force incidents including date, time, type of force, type of injury, whether person was armed, age, gender, race, ethnicity of person against whom force was used	Wash. Rev. Code Ann. § 10.99.030 Criminal Justice Training Commission shall implement annual in-service training on domestic violence. Wash. Rev. Code Ann. § 43.101.224	N/A	Wash. Rev. Code Ann. § 43.101.095 Background investigation including criminal check; US citizenship; psychological exam; polygraph test.	N/A	N/A	Wash. Rev. Code Ann. § 10.120.020 Use of force permitted to effect arrest; probable cause to believe someone committed, committing, about to commit crime; prevent escape;	Wash. Rev. Code Ann. § 43.101.280 Training on general understanding of ethnic and cultural diversity and implications for working with

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		investigation must be performed to inform a determination whether use of deadly force met the good faith standard established in § 9A.16.040 and satisfied all other laws and policies; investigation must be completely independent of law enforcement agency whose officer was involved; Criminal Justice Training Commission must adopt rules establishing criteria to determine what qualifies as independent investigation.	and of officer using force; entity conducting independent investigation of incident; all data must be reported to AG. Wash. Rev. Code Ann. § 43.101.410 Demographic data shall be collected on traffic stops to ensure issues related to racial profiling are addressed; data must be reported to Washington association of Sheriffs and Police Chiefs.	Ongoing specialized training for investigating child sexual abuse. Wash. Rev. Code Ann. § 43.101.225 Training on vehicular pursuits within 6 months of employment. Wash. Rev. Code Ann. § 43.101.227 Training on persons with developmental disability/mental illness. Wash. Rev. Code Ann. § 43.101.272, 276 Training on investigating sexual assault cases involving adult victims. Wash. Rev. Code Ann. § 43.101.280 Training on general understanding of ethnic and cultural diversity and implications for working					execute warrant; prevent flight. Officer must use reasonable care when determining whether force or deadly force necessary; shall use all de-escalation techniques available; use least amount of physical force necessary to overcome restraint, including considering characteristics and conditions of person; use less lethal alternatives when possible. Deadly force allowed when necessary to protect against immediate threat of serious physical injury or death to officer or another person.	youth of color and their families. Wash. Rev. Code Ann. § 43.101.410 Agencies shall adopt policy to condemn and prevent racial profiling; review and audit current procedures; training to address issues related to racial profiling; ensure complaint process in place; collect demographic data on traffic stops to analyze and ensure racial profiling is not occurring.

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				with youth of color and their families. Wash. Rev. Code Ann. § 43.101.290 Training to identify, respond to and report crimes of bigotry or bias. Wash. Rev. Code Ann. § 43.101.365, 370 Training on child abuse/neglect. Wash. Rev. Code Ann. §§ 43.101.410, 419, 427, 450, 452, 455 Training on racial profiling and motorcycle profiling; crisis intervention training; de-escalation training; mental health training; alternatives to use of force, shoot/don't shoot scenarios, bias and stigma training. Wash. Rev. Code Ann. § 43.280.095					Wash. Rev. Code Ann. § 10.120.030 AG shall develop and publish model policies on use of force and de-escalation techniques. Wash. Rev. Code Ann. § 10.31.050 After stating intention to make arrest, if defendant flees or forcibly resists, officer may use "all necessary means to effect the arrest." Wash. Rev. Code Ann. § 9A.16.020 Use of force allowed when necessarily used by officer; when necessarily used to arrest one who has committed a felony; when used to detain someone	

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				Training on human trafficking.					who unlawfully enters property. Wash. Rev. Code Ann. § 9A.16.040 Use of deadly force justifiable when meeting good faith standard to overcome actual resistance; to arrest or apprehend person reasonably believed to have committed, is committing, or attempting to commit a felony; prevent escape of person from correctional facility; lawfully suppress a riot if actor is armed with a deadly weapon. In considering whether to use deadly force, officer must have probable cause to believe that	

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									suspect, if not apprehended, poses a threat of serious physical harm to officer or others. Officer may not be held criminally responsible for using deadly force in good faith, an objective standard that considers all facts, circumstances, and information known to officer at time to determine whether a similarly situated reasonable officer would have believed that use of deadly force was necessary to prevent death or serious physical harm to officer or others.	
48	West Virginia	W. Va. Code Ann. § 30-29-2	W. Va. Code Ann. §§ 8-14-7, 10	W. Va. Code Ann. § 17C-5-4	W. Va. Code Ann. § 29-12A-5	N/A	N/A	W. Va. Code §§ 8-14A-1—8-14A-5	W. Va. Code Ann. §§ 8-14-20, 22	N/A

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		Law Enforcement Professional Standards Subcommittee established under Governor's Committee on Crime, Delinquency and Correction to review and administer training requirements for officers.	Cities shall have Policemen's Civil Service Commission and shall make annual report to mayor showing its actions, rules and regulations.	Required training in recognizing impaired drivers and those under influence of controlled substances or drugs. W. Va. Code Ann. § 30-29-1 <i>et seq.</i> Law Enforcement Professional Standards Subcommittee establishes and administers training program. W. Va. Code Ann. §§ 48-26-802, 48-27-1103 Officers must undergo continuing education concerning domestic violence. W. Va. Code Ann. §§ 62-1D-15, 62-1E-3 Required training in intercepting wire, oral, electronic communication requiring court order; required training in eyewitness ID.	Officers immune from liability unless outside scope of employment, conduct was done with malicious purpose, in bad faith, or in wanton or reckless manner.			Law Enforcement Officers' Bill of Rights ("LEOBR").	Provides disciplinary, removal, discharge procedures for police departments subject to civil service commissions.	

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49	Wisconsin	Wis. Stat. Ann. § 62.13 City police departments shall have a board of commissioners.	Wis. Stat. Ann. § 175.44 Officers must report to supervisors any non-compliant use of force. Wis. Stat. Ann. § 175.47 Officer-involved deaths must be investigated and submit complete report to District Attorney where death occurred; if DA decides to prosecute officer, investigators must release the report.	Wis. Stat. Ann. § 165.85, Wis. Stat. Ann. § 165.86, W.S.A. 165.87 Law Enforcement Standards Board established to administer training; required training in body-worn cameras. Wis. Stat. Ann. § 968.075 Any officer training regarding domestic abuse shall stress enforcement of criminal laws in domestic abuse incidents and protection of alleged victim.	Wis. Stat. Ann. § 893.80 Amount recoverable not to exceed \$50,000.	N/A	Wis. Stat. Ann. § 165.987 Department of Justice established the Youth Diversion Program, which aims to divert gang activity into productive activities, including placement in appropriate educational, recreational, and employment programs.	Wis. Stat. Ann. § 164.02 <i>et seq.</i> Provides procedures for officers under investigation/interrogation. Wis. Stat. §§ 164.01—164.06 Law Enforcement Officers’ Bill of Rights (“LEOBR”).	Wis. Stat. Ann. § 175.44 Officers must make every effort to preserve human life and do so in a non-discriminatory manner; when using force, must act in good faith to achieve a legitimate law enforcement objective. Officers are authorized to use force when objectively reasonable based on totality of circumstances including severity of crime, threat of suspect, and whether suspect is actively resisting. Deadly force may be used as a last	N/A

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									resort when all other options have proven ineffective and to stop behavior that imminently threatens to cause death or great bodily harm to officer or another; if practicable, officer must give verbal warning first. Officers must report non-compliant use of force and must intervene to stop another officer's non-compliant use of force. Officers reporting of others' use of force shall not be retaliated against by discipline, discharge, transfer, or reassignment.	
50	Wyoming	Wyo. Stat. Ann. § 9-1-702	N/A	Wyo. Stat. Ann. 1977 § 7-20-105	N/A	N/A	N/A	N/A	N/A	N/A

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		Peace Officer Standards and Training Commission created and shall establish and publish its procedures on training requirements and qualifications.		Officers must complete training in problems of family and household abuse.						
51	Washington, D.C.	D.C. Code Ann. § 5-1104 The Police Complaints Board consists of 5 members, 4 of whom shall have no current affiliation with any law enforcement agency. The Board shall conduct periodic reviews of the citizen complaint review process, and shall make	N/A	D.C. Code Ann. § 5-107.2 (a) The Department shall implement a program of continuing education for its sworn members, which shall consist of a minimum of 32 hours of training each year. (b) The continuing education required by subsection (a) of this section shall include, at a minimum, instruction on: (1) Community policing; (2) Recognizing and preventing biased-based policing; (3) The use of force;	N/A	D.C. Code Ann. § 5-105.01 The Mayor of said District shall appoint to office, assign to such duty or duties as he may prescribe, and promote all officers and members of said Metropolitan Police force.	D.C. Code Ann. § 5-132.31 (a) There is established within the Metropolitan Police Department ("MPD") a Community Crime Prevention Team Program ("Program") to reduce crime and	N/A	D.C. Code Ann. § 5-125.01 The Council of the District of Columbia finds and declares that the use of restraints generally known as chokeholds by law enforcement officers constitutes the use of lethal force, and that the unrestricted use of force presents an unnecessary danger to the public. These	N/A

#	State	Public Accountability & Oversight	Transparency & Reporting	Training	Civil Liability Limits	Workforce/Hiring	Community Engagement	Officer Discipline	Authority/Use of Force	Social Justice
		recommendations, where appropriate, to the Mayor, the Council, the Chief of the Metropolitan Police Department (“Police Chief”), and the Director of the District of Columbia Housing Authority (“DCHA Director”) concerning the status and the improvement of the citizen complaint process. The Board shall, where appropriate, make recommendations to the above-named entities concerning those elements of management of the MPD		(4) Limitations on the use of chokeholds and neck restraints; (5) Mental and behavioral health awareness; and (6) Linguistic and cultural competency.			increase access to social services by enhancing the coordination between law enforcement and health and human services agencies. (b) Under the Program, the MPD shall, in coordination with the Department of Behavioral Health (“DBH”) and the Department of Human Services (“DHS”), pair mental and behavioral health clinicians and outreach specialists with MPD		conclusions are based upon the testimony presented at the police oversight hearing conducted by the Committee on the Judiciary on February 23, 1984. During the hearing, statistics were revealed indicating that there have been 2 civilian deaths in as many years caused by an officer's use of the chokehold. Therefore, it is the intent of the Council in the enactment of this subchapter to specify the circumstances and procedures under which these restraints shall be permitted and to classify the chokehold as a service weapon.	

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		affecting the incidence of police misconduct, such as the recruitment, training, evaluation, discipline, and supervision of police officers.					officers in teams, in order to immediately identify individuals in need of assistance and connect those who may be impacted by homelessness , mental illness, or substance abuse, with available services. (c) In addition to connecting individuals in need of assistance with available services, mental and behavioral health clinicians and outreach specialists who participate in			

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							the Program shall: (1) Make the MPD aware of recurring issues identified in each police district; (2) Identify any potential improvements in police training or procedures relating to police interactions with individuals impacted by homelessness, mental or behavioral health issues, or substance abuse; and (3) Identify individuals who frequently interact with police, are frequent			

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							mental health consumers, or have suffered from chronic homelessness , and ensure that those individuals are connected to social services. (a) The Chief of Police of the MPD shall convene a working group to examine national best practices in community policing and make recommendations. (b) The working group shall be comprised of no fewer than 10			

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							representatives appointed by the Chief of Police from the government, nonprofit and community organizations, and academic institutions. (c) The working group shall issue a report of its recommendations on best practices in community policing for the MPD's adoption to the Mayor and the Council no later than July 1, 2017, and biennially thereafter.			