



August 26, 2020

Lombard Police Foster Community Relationships and Update Policies to Support Equality

Over the past several months, the Village of Lombard has received a number of inquiries from the public concerning Lombard Police Department policies and practices. Earlier this summer, the Village shared information regarding Police policies and practices drafted in response to inquiries submitted by interested individuals. At that time, the Village affirmatively stated its commitment to stand united with fellow Lombardians against any and all acts of violence and racism within our community and to reject discrimination towards any person under any circumstance.

In honor of this commitment, the Village has revisited internal policies and police practices and made updates and policy refinements over the past several months. Additionally, Lombard Police and Village Officials have been meeting regularly with leaders from the Lombard based community group, Lombard Allies for Racial Justice (LARJ), to discuss issues of racial equality, social justice and policing. The items discussed on this subject, as well as information regarding police policies, training, and practices, have been compiled in the attached fact sheet and are being shared with the public in the interest of education, openness and transparency.

A brief summary of the highlights and new items of discussion follow below, but interested individuals are encouraged to read the full fact sheet for complete details:

- ***Use of Force Policy Updated*** – The use of force policy was updated to explicitly require police officers to intervene if they observe the use of excessive force by a fellow police officer. This update supplements existing law which provides that any officer who purposefully allows another officer to violate an individual's Constitutional rights is subject to prosecution for failure to intervene. All officers have reviewed and been trained on the updated policy.
- ***Village training commitment*** – The Village is committed to the highest standards and best practices in officer training. Village officers have participated in training on topics including de-escalation, diversity, inclusion, human rights, bias, and mental health awareness. Further, Village employees in all departments will be participating in an upcoming diversity and inclusion training institute day.
- ***Use of cameras*** – The Village of Lombard has committed to review and evaluate the use of police cameras as part of the 2021 budget review process. The Lombard Police Department is recommending and requesting funding to support implementation and utilization of police cameras.
- ***Accountability*** – The Lombard Police Department has a formal process for officer complaints and all formal complaints are taken seriously and investigated. Additionally, Lombard Police Department policy requires any use of force or threat of deadly force is reviewed at any occurrence. Members of the public may file a complaint regarding officer conduct at the Lombard Police Department by completing an officer complaint form and affidavit.

Dialogue and analysis with the community and the Lombard Allies for Racial Justice on these issues is ongoing and anticipated to continue moving forward. The Village of Lombard is committed to

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continually engage with those we serve in a courteous and professional manner. We value and respect all citizens and will continue to work hard to earn and maintain the trust of our community.

LOMBARD POLICE PRACTICES FACT SHEET

ACCREDITATION

The Lombard Police Department is CALEA Accredited

The Lombard Police Department has proudly been a Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited department since 1991. In order to achieve and maintain CALEA accreditation, our policies and practices are thoroughly reviewed by assessors from outside our agency to ensure that we implement and follow the best practices for law enforcement agencies recommended worldwide. Only 18% of all law enforcement agencies nationwide and 49 agencies (out of 249 municipal agencies) in Illinois are CALEA Accredited.

National accreditation through CALEA means the highest standards and best management practices for operations, training, policies, practices, procedures, including those on training, use of force and biased based policing. Accreditation through CALEA is voluntary and continued evidence of the Lombard Police Department's culture of ethics and demonstrated commitment to upholding the highest standards and best practices in law enforcement.

USE OF FORCE

Use of Force Policy Updated

The Lombard Police Department recently updated its use of force policy to require police officers to intervene if they observe the use of excessive force by another officer. The updated policy, modified as of June 17th, provides that:

Any officer and/or employee observing another officer using force that is clearly beyond what is considered to be objectively reasonable under the circumstances shall, when in the position to do so, intervene to prevent the use of the unreasonable force. Officer/employee shall notify a supervisor of the unreasonable use of force.

All officers have been trained on the policy amendments and the duty to intervene and were required to individually review the policy amendments and acknowledge their understanding in writing.

The newly updated policy supplements existing law wherein any officer who purposefully allows a fellow officer to violate an individual's Constitutional rights may be subject to prosecution for a failure to intervene. Failure to intervene may be found where an officer was aware of the Constitutional violation, had an opportunity to intervene, and chose not to do so.

Chokeholds are Unlawful

A "chokehold," meaning the application of direct pressure to the throat, windpipe, or airway of another with the intent to reduce or prevent the intake of air, when used by a law enforcement officer in any situation where deadly force is not justified is unlawful under the Illinois Criminal Code (720 ILCS 5-7-

5.5). The current ban on “chokeholds” has been the state of the law under the Illinois Criminal Code since 2015.

Excessive Force Policy

Pursuant to Lombard Policy, officers shall use only the force necessary to accomplish lawful objectives, not excessive force. While force may be used in certain circumstances, it shall be to accomplish lawful objectives and only to the extent reasonably necessary in light of the circumstances confronting the officer. Lombard Police Department Policy is explicit that officers using any type of force are accountable for the force that was used. The Lombard Police Department takes all use of force incidents seriously and is committed to review and evaluate all use of force incidents.

ACCOUNTABILITY

Required Reviews of Any Use of Force or Any Threat of Deadly Force

The Lombard Police Department requires any use of force or threat of deadly force is reviewed. The Lombard Police Department has not utilized lethal force involving the discharge of a weapon over the course of 5 years, accounting for more than 7,500 arrests. In any event where a firearm is discharged, local compliance with the Police and Community Relations Improvement Act (50 ILCS 727) mandates that an investigation by the DuPage County States Attorney’s Office and/or the Illinois State Police would be initiated.

Police Tracking and Analysis of Statistics for Accountability

Checks and balances are in place to help identify and avoid potential bias in police activities, including:

- The Lombard Police Department utilizes data analysis of traffic stop data in order to flag potential officer bias. This data analysis involves county and state demographic benchmarks for comparison. The same data is also submitted to the State of Illinois as part of the Illinois Traffic Stop Study administered by the Illinois Department of Transportation.
- It is important to note that the Illinois Secretary of State does not include race in the data for registration and driver’s licenses that are available to law enforcement. Thus, an officer cannot know the race of a driver or occupant of a vehicle solely by conducting a computerized check of a license plate or driver’s license.
- In addition to traffic stop data, the Lombard Police Department also utilizes analytic tracking software for use of force incidents and complaints. This software serves as an early warning system to flag potential officer bias, excessive use of force, or conduct issues. As part of this program, each use of force incident is reviewed independently by at least three supervisors in order to ensure that it complies with departmental policy and state law.

The Village of Lombard has openly shared analytic data with members of Lombard Allies for Racial Justice (LARJ) regarding traffic stops, use of force complaints, arrests, and more throughout our continual discussions to establish and support understanding of police department operations.

Annual Report and Formal Complaints

The Lombard Police Department publishes an annual report, available at www.villageoflombard.org/police. This report publicly states the amount of formal police complaints

received. Formal complaints are taken seriously and are investigated. In 2019, the LPD received 10 formal complaints that resulted in a formal investigation. Eight of the ten complaints were filed by Lombard Police Chief Roy Newton, in efforts to investigate reports of conduct that did not meet the high standard expected of a Lombard Police Officer. The outcomes of these 10 complaints were that two were unfounded, one was closed, and seven were sustained. Members of the public may file a complaint regarding officer conduct at the Lombard Police Department by completing an officer complaint form and affidavit. These forms are available at the Lombard Police Department front desk during operating hours.

POLICE TRAINING

De-escalation training

State statute requires every officer to receive ongoing de-escalation training once every three years. Lombard recently completed the training in November of 2019 from On-target Solutions. The police department also contracts with the Police Law Institute to provide required monthly training on topics ranging from de-escalation, bias training, current law updates and use of force.

Diversity and inclusion training

The state requires officers receive training once every three years in the area of Racial Profiling, Implicit Bias, and Cultural Competency. Lombard completed this training in November of 2019 and currently this year through the Police Law Institute and in-house power point instruction.

The LPD additionally purchased a webinar series through Calibre Press on the topic of implicit bias. All LPD staff will be required to complete this online program. Currently, over 50% of the department has reviewed this training webinar.

Police Chief Roy Newton and four other officers will be attending a 2-day seminar on Fair and Impartial Policing and will receive certification to teach the class to officers within the LPD. This will allow for all officers to receive this training.

De-escalation and mental health training

Officers are trained in how to react and respond to a situation or an individual that may require mental health assistance. This training is intended to help prevent escalation.

- All Lombard Officers and civilian staff have received “mental health first aid,” which is an 8-hour class that helps officers identify someone who may be experiencing a mental health crisis. This class was hosted by NAMI (National Alliance on Mental Illness) and covered general instruction, mock scenarios, and an interactive opportunity to learn from individuals who have experience of suffering from mental illness.
- Additionally, 22 Lombard Police Officers have attended a 40-hour certification program for Crisis Intervention, where they received training from mental health experts that includes case studies, intervention training, communication tactics, de-escalation techniques and live (paid actor) scenarios where officers are placed into a mock scene of which they must effectively resolve a mental health situation. It is the goal of the Lombard Police Department to have all of

its police officers complete the crisis intervention certification program. Scheduling and logistics will require this project to be completed in phases.

Diversity & inclusion training for all Village employees

The Village is exploring options to host an upcoming institute day for employees of all departments aimed at discussing issues related to racism, diversity, and inclusion.

MENTAL HEALTH RESOURCES

Pursuing contracts and partnerships to access additional mental health/social workers

The below additional resources are invaluable tools for Lombard Officers who find themselves faced with an individual suffering from a mental illness.

The Lombard Police Department is an original member and currently one of only four police departments in DuPage County that has partnered with the DuPage County Health Department Division of Mental Health pilot program, which provides immediate/on scene care from the DuPage Crisis Center mental health case workers. This is a one-of-a-kind program provides Lombard officers with a resource to better assist mental health patients in crisis. The program allows for a mental health professional to be called to active scenes whereby they may provide necessary counseling or treatment to a person in crisis. The program works in tandem with hospitals, and allows patients to be transported to the Crisis Center for emergency care or counseling, and is on-call 24/7.

The Village of Lombard also contracts with an outside agency for the use of a crisis hotline and social workers who may be called upon 24/7 to help residents that may require mental health services or provide continued counseling and resources to those in need of a social worker.

Mental Health Options for Officers in Crisis

Throughout their careers, officers witness unfortunate situations when responding to emergency calls. Officers in Lombard have been called to scenes that have included abuse, injured children, drug overdoses, and untimely deaths. Programs and assistance available to support officers include the Never Walk Alone Peer Support Group, the Village's Employee Assistance Program, and numerous programs through Police publications.

USE OF CAMERAS

Use of cameras – The Lombard Police Department does not currently utilize body or in-car squad cameras as part of its operations. The Village of Lombard has committed to review and evaluate the use of police cameras as part of the 2021 budget review process. The Lombard Police Department is recommending and requesting funding to support implementation and utilization of police cameras as part of the upcoming budget process and is currently evaluating various camera systems available.

RECRUITMENT

Diversity Recruiting and the Lombard Police Department

The Lombard Police Department employs qualified officers from all demographics who are hired and promoted by an independent Board of Fire and Police Commissioners. The Lombard Police Department recognizes that diversity provides organizational strength and enhances delivery of services. As of 2019, 19.3% of the sworn police officers are minorities and 13% are female.

In efforts to encourage diversity on the Lombard Police Department, officers have participated in job fairs at Western Illinois University, University of Illinois at Chicago, College of DuPage, North Central College, Malcolm X College, and Glenbard East High School. Efforts to identify and recruit diverse officer candidates are ongoing.

COMMUNITY OUTREACH

Lombard Citizen's Police Academy

Since beginning in 1997, the Citizens Police Academy has hosted 29 classes, with 503 resident participants. Lombard's 30th Citizens Police Academy will take place in September 2020 and applications are available at www.villageoflombard.org/cpa. The academy is designed to provide transparency and information to community members seeking to learn about policing policies and techniques. The program provides tours, allows for questions, and provides interactive, hands-on activities to participants. While educational and entertaining for participants, the Academy's most important goal is to foster community relationships. A special workshop session for individual interested in the types of policing issues contained here is currently being planned for this fall.

Resident Ride-a-Longs

Any resident wishing to participate in a ride-a-long with a Lombard Police Officer may request an opportunity to do so by contacting the Lombard Police Department at (630)873-4400. Anyone requesting a ride-a-long will need to complete an application and waiver.