

Rosa Parks Listening Tour Questions and Answers

July 28, 2016

1. **What is the discipline process for officers who have violated a policy /procedure or engaged in any sort of misconduct/abuse of power?**

Anytime a Dayton Police Officer's conduct is below performance standards there is an administrative response.

If it's a violation of rules, policy, or procedures which are considered significant failures, the Dayton Police Department follows progressive discipline which could result in a reprimand (less serious offense) or a suspension or termination for more serious infractions.

2. **What does compliance mean? Police say, "Comply now, complain later." Does this guarantee the safety of an individual? (Follow up – How should an adult respond when an officer comes to the scene and is immediately rude?)**

As noted in our Response to Citizen Resistance and Non-Compliance General Order 3.03-2:

Definitions:

COMPLIANT - the subject is cooperative and voluntarily follows verbal commands.

NON-COMPLIANT - when placed under or being informed of their arrests, the subject refuses to cooperate and does not respond to verbal commands, but takes no verbal/physical actions against an officer.

OBJECTIVELY REASONABLE RESPONSE - means the level of response that is within the bounds of what an ordinary and prudent officer would use in a similar way under similar circumstances as outlined in the Supreme Court case of *Graham v. Connor* 490 U.S. 386, 109 S. Ct. 1865 and the guidelines set forth in the Supreme Court case of *Tennessee v. Garner*, 471 U.S. 1 (1985).

((Follow up))

If an officer is rude, you can ask to speak to a supervisor. But it is a good to comply in order to end the contact with the officer and then call and complain (see next question on ways to do that).

3. **If a community member has a complaint about an officer or interaction, what can they do?**

A citizen can ask to speak with a police supervisor if they have a complaint about an interaction with an officer, while that interaction is still going on. But if there is a complaint from a citizen during an arrest, this complaint may be handled at a later time so not to escalate the situation.

A citizen can also call the Regional Dispatch Center (937-225-HELP) and ask to speak with a police supervisor after the interaction.

A citizen can also provide feedback or complaint on our [website](#) by clicking on the 'Feedback' icon at the bottom of the home page.

Or the citizen can also submit a complaint to the Professional Standards Bureau which has the primary responsibility of ensuring that our police officers respond in a professional manner and abide by proper police procedures in all circumstances. All complaints received by the Professional Standards Bureau are reviewed and addressed.

The Professional Standards Bureau can be reached in the following ways:

- [Email the Professional Standards Bureau](#)
- Call (937) 333-1018
- Appear in person at 371 W Second Street, Dayton, Ohio, 45402
- Send U.S. mail to 371 W Second Street, Dayton, Ohio 45402

Most complaints will require some form of personal contact with an investigator from the Professional Standards Bureau. You may be asked to provide a written or tape-recorded statement and to sign a formal complaint. If you are alleging that you received injuries during your contact with the police, we will need to photograph the injuries and medical reports may be required.

Anonymous complaints are also reviewed for investigation. However, each is considered on a case-by-case basis dependent upon the information provided in the complaint.

4. What can a community member do to encourage officers respond sooner to calls? Would it help to elaborate on the details of the incident?

Response time of officers depends on call load and staffing. The Regional Dispatch Center has priority system (level 1-9, with 1 being the most serious type of call) in place so calls received are dispatched based on that system. Higher priority calls will get dispatched first and will get supersede lower priority calls, even if they were called in prior. So if a call is a priority 5 and is next in line to be dispatched, and the report of a shooting comes into the dispatch center, the shooting call (priority 1) will be given to those officers who were going to take the priority 5 call.

It's always advisable to give as much detail as possible to the call taker at the Regional Dispatch Center when you make your call; it helps to prioritize each call correctly.

5. How much does the police department educate young recruits and new officers about the history that still fuels community-police relationships? Is there space for educating the police on issues facing communities they serve?

Recruits spend a minimum of 16 hours on Community Diversity & Procedural Justice during recruit training at the Dayton Police Academy. Specific topics in this course deal with relationships between race, genetics, physical characteristics as well as racism, biases and profiling. Items touched on during this block of instruction are reinforced throughout recruit training. Police recruits are also required to complete a community project during their 16 weeks with their Patrol Training Officer.

Current officers are required to attend a four hour course on Community-Police Relations.

6. What is the police force doing to improve their visibility and positive profile in the community?

The Dayton Police Department utilizes numerous community policing based programs in order to interact with both adults and children across the city of Dayton. Here are just a few examples from 2015 and many of these programs and events are continuing:

- Coffee With a Cop events – 18 total in 2015 - 11 EPOD, 5 WPOD, 2 CPOD
- Coffee With a Cop events – 6 so far in 2016 – 4 EPOD, 1 WPOD, 1 CPOD
- Personal Safety Classes Taught – 36 classes, 676 people trained
- Run, Hide, Fight Classes Taught – 32 classes, 794 people trained
- Graduates from the Citizens Police Academy Fall '15 – 17
- Graduates from the Citizens Police Academy Spring '16 - 14
- Police and Youth Together Camp – 57 kids attended in 2015, this program is expanding to include a camp in Westwood and in East Dayton in Summer 2016
- Landlord Association Members – 96 – this was implemented for information sharing and training purposes
- Police Officer/Citizen Mediation Program – 17 cases
- 'What To Do When Stopped By Police' Presentation & Spaghetti Dinners – 6 events in West Patrol Operations Division
- Painting with Police - 10 events
- Graffiti Clean-up Sessions - 6
- Police Recruiting Events – 191 events from April-December 2015 with a total of 1400 applicants
- Awarded grant funding for PSN Grant to try to reduce juvenile crime in the Westwood Neighborhood (\$500,000)

Additionally, the Dayton Human Relations Council (HRC) works with and on behalf of the Dayton City Commission to foster integrative communities that include police and residents working together to reduce crime and improve living conditions throughout the City. The Community Police Council (CPC) was created in 2012 to advise the HRC on policy and systemic issues that challenge community-police relations. CPC is responsible for ensuring that Dayton is unified around its common goal of mutual trust, accountability, fairness and respect for all. The Council, comprised of

community and faith-based leaders, law enforcement, and local government serves the Dayton community by ensuring mutual responsibility for public safety and by addressing concerns of all residents. Since its inception, CPC has been committed to:

- Creating opportunities for residents and youth to engage with police and speak-out about safety in their neighborhoods.
- Listening to individuals, social groups and organizations speak frankly about their relations with police.
- Building trust through clear and accurate communication.
- Responding swiftly to events dividing police from individuals, neighborhoods and the community.
- Coordinating activities city-wide to strengthen community-police relations.
- Developing mutual responsibility and accountability throughout the Dayton community for public safety.

A critical component of the CPC mission involves community outreach and engagement to expand opportunities for law enforcement and the communities they serve to foster trust, share communal experiences and enhance mutual understanding. Together, HRC has worked with CPC, Dayton Police Department and community partners to develop new and innovative solutions to build bridges and create common ground:

Community Spaghetti Dinners

Hosted by the CPC twice a year, community spaghetti dinners bring together area residents to talk about creating safe communities and reducing gun violence. Activities include community dialogues and a resource fair to help connect community to services designed to help stabilize and empower families and individuals.

High School Poetry Slams

As part of an ongoing strategy to improve community relations and young adult citizen engagement, The Human Relations Council in partnership with the CPC, Victoria Theatre Association, and Dayton Public Schools host an annual Speak. Be Heard. Be considered poetry slam series. The series is designed to serve as the conduit for conversation and empowerment; using spoken word as a tool to address community concerns and issues young adults important, strengthen the relationships between law enforcement and the young adult community and cultivate community engagement.

Live w/ Honor Public Awareness Campaign

Initiated by HRC, Live with Honor is a public awareness campaign designed to promote a visible and public message designed to change community norms around accepting a culture of violence. The campaign focuses on positive behavior among the community at large, networks, groups, and the individual and includes outdoor and transit advertising through the Greater Regional Transit Authority, community engagement events, a social media marketing campaign, and online video challenges. The campaign supports the CPC and The Community Initiative to

Reduce Gun Violence (CIRGV) efforts in creating safe neighborhoods and reducing gun violence.

Know Your Rights Trainings

HRC, CPC and Thurgood Marshal Law Society partnered to host a series of community panels to engage the community in meaningful and constructive conversations to build understanding and trust. Know your rights and Responsibilities trainings were held throughout the year to educate the community on police policies and procedures and residents' rights and responsibilities. The events featured videos, interactive discussion and presentations designed to stimulate thought and dialogue and to educate the community on how to effectively interact with officers.

7. Can officers be invited to present at community groups? What is the process for securing someone to attend an event?

Yes, there are a couple ways this can be done. A citizen can go through a Patrol Operations Division Commander in order to potentially schedule an officer for an event. We also have crime prevention officers in each of our Patrol Operations Divisions (PODs) who handle many of the appearances at community activities.

Here are the general numbers to each Patrol Operations Division:

Central POD – 937-333-1108

East POD – 937-333-7440

West POD – 937-333-8950

We hope to make an online form available in order to schedule officers for events in 2017.

8. How do we encourage more African-Americans to become officers? How do you diversify the force and is the Civil Service test the best method for testing?

The City of Dayton has been pursuing greater diversity in the police force and developing processes that would lead to hiring a more diverse group of recruits to mirror the community. The City implemented a recruiting campaign to attract applicants that will build the best possible police force, with an emphasis on increasing the number of African-Americans and other ethnic minority officers, so the department better reflects the Dayton community. The Dayton Police Department uses a variety of tactics to recruit potential police officers, including visits to churches, schools, and community events across the City. They also work with firms to research national best practices for police recruitment; develop campaign materials in English and Spanish; promote recruitment resources on radio stations, and through social media -- including digital ads.