

Village of Carol Stream Police Department

Transparency FAQ

July 2020

The Village has received numerous inquiries from the public concerning the policies of the Carol Stream Police Department. This FAQ document is based on those inquiries in addition to the Ten Shared Principles developed between the Illinois Association of Chiefs of Police (ILACP) and the Illinois NAACP State Conference. A link to the department's policies is available below.

Does the Carol Stream Police Department have formal written policies?

The Carol Stream Police Department has partnered with Lexipol, a web based company that provides policies to the public sector. In 2019 Lexipol provided policies to 3500 agencies in 35 states. Lexipol provides fully developed, state-specific law enforcement policies researched and written by subject matter experts and vetted by attorneys. The policies are based on nationwide standards and best practices while also incorporating state and federal laws and regulations where appropriate. Lexipol provides regular updates on policies which are incorporated in the Carol Stream Police Department policy manual and all police department personnel are made aware of changes and are provided training on all new policies.

The [policies](#) of the Carol Stream Police Department are available on the Village website [here](#).

Is the Carol Stream Police Department aware of the President's Task Force on 21st Century Policing?

In 2014, President Barack Obama signed an executive order establishing the Task Force on 21st Century Policing. The President charged the task force with identifying best practices and offering recommendations on how policing practices can promote effective crime reduction while building public trust. The task force recommendations are organized around six main topic areas or "pillars:" Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Officer Training and Education, and Officer Safety and Wellness.

In 2015, the State of Illinois used the recommendations of the President's Task Force to sign into law the Illinois Police and Community Relations Improvement Act. The Act included several changes to Illinois law enforcement procedures, effective January 1, 2016, including:

- Established training requirements for use of force, legal updates, constitutional and proper use of law enforcement authority, procedural justice, civil rights, human rights, and cultural competency

- Established the requirement of third-party investigation of officer-involved deaths
- Banned the use of chokeholds except when deadly force is justified
- Established the right of private persons to video-record law enforcement officers performing official duties in a public place or where they have no expectation of privacy
- Expanded the collection and reporting of traffic stop data to pedestrian stops
- Established the requirement to report certain disciplinary measures to the Illinois Law Enforcement Training and Standards Board
- Established the Law Enforcement Officer-Worn Body Camera Act to set the standards, procedures, and regulations for the use of body-worn cameras, as developed by the Illinois Law Enforcement Training and Standards Board.

What is the Carol Stream Police Department doing to implement the Ten Shared Principles adopted in 2018 by the Illinois Association of Chiefs of Police and the Illinois NAACP?

The Illinois Association of Chiefs of Police (ILACP) and the Illinois NAACP State Chapter prepared a joint resolution in 2018, adopting ten shared principles that are designed to bridge the gap of mistrust between police and communities of color. The first of its kind in our nation’s history, the agreement between the NAACP and the ILACP identifies common ground between local law enforcement and communities of color in their commitment to defending civil rights and keeping communities safe.

The Carol Stream Police Department demonstrates its commitment to the shared principles in the following ways:

Principle #1: We value the life of every person and consider life to be the highest value.

The value of human life is explicitly stated in the Police Department’s policy on use of force, and demonstrated in our commitment to training all officers in the areas of de-escalation, crisis intervention, and the proper use of force.

Principle #2: All persons should be treated with dignity and respect. This is another foundational value.

The principles of respect, fairness, equity, impartiality and courtesy are embedded in our policies, procedures and practices. We maintain high standards for the fair and equitable treatment of all people through ongoing training, supervision, recognition of exceptional customer service practices and the comprehensive review of key policing practices, including use of force and traffic stops.

Principle #3: We reject discrimination toward any person that is based on race, ethnicity, religion, color, nationality, immigrant status, sexual orientation, gender, disability, or familial status.

All Carol Stream police officers have been trained in the principles of procedural

justice, cultural competency, and implicit bias, and receive annual training on policies and procedures prohibiting bias-based policing practices. The Police Department conducts an annual review of traffic and pedestrian stops to identify trends that would indicate bias.

Principle #4: We endorse the six pillars in the report of the President’s Task Force on 21st Century Policing. The first pillar is to build and rebuild trust through procedural justice, transparency, accountability, and honest recognition of past and present obstacles.

The Carol Stream Police Department demonstrates transparency by publishing policies and procedures and its citizen inquiry procedure online. To enhance accountability, Lexipol policies, which are used by the Carol Stream Police Department, provides fully developed, state-specific law enforcement policies researched and written by subject matter experts and vetted by attorneys. The policies are based on nationwide standards and best practices while also incorporating state and federal laws and regulations where appropriate.

Principle #5: We endorse the four pillars of procedural justice, which are fairness, voice (i.e., an opportunity for citizens and police to believe they are heard), transparency, and impartiality.

All Carol Stream police officers receive training on the prevention of bias-based policing practices as required by state law. The Department’s policies and training reinforce procedures that serve to maintain public confidence and trust by providing police services in a fair and equitable manner for all people.

Principle #6: We endorse the values inherent in community policing, which includes community partnerships involving law enforcement, engagement of police officers with residents outside of interaction specific to enforcement of laws, and problem-solving that is collaborative, not one-sided.

The Carol Stream Police Department maintains a robust public education program that provides opportunities for police officers and civilian employees to engage with the community outside of traditional law enforcement settings. Our staff partners with schools, businesses, and community organizations to provide outreach on a variety of topics, including child safety, school and workplace violence prevention, elderly abuse, and internet scams.

Principle #7: We believe that developing strong, ongoing relationships between law enforcement and communities of color at the leadership level and street level will be the key to diminishing and eliminating racial tension.

The Carol Stream Police Department is in partnership with the Wheaton Christian Center and the Outreach Community Organization to support their programs and present police

and community programs such as restorative justice programs. The Village also participates in the annual Christmas Sharing Program. The Department also provides tours of the police station to community organizations and families who are interested in learning more about the Carol Stream Police Department.

Principle #8: We believe that law enforcement and community leaders have a mutual responsibility to encourage all citizens to gain a better understanding and knowledge of the law to assist them in their interactions with law enforcement officers.

The Carol Stream Police Department provides interaction with citizens to better understand the role of law enforcement through programs such as the Citizens Police Academy, D.A.R.E., Adopt A Cop, and National Night Out.

The Department has also published its policies on the Village website to help the public gain a better understanding of police practices in the Village.

Principle #9: We support diversity in police departments and in the law enforcement profession. Law enforcement and communities have a mutual responsibility and should work together to make a concerted effort to recruit diverse police departments.

The Carol Stream Police Department is an equal opportunity employer and strives to achieve diversity in the hiring of its workforce. The Police Department recruitment team seeks to attend various college career fairs with the goal to attract minority populations. The Police Department reaches a broad range of applicants through the Village website, law enforcement recruitment websites and social media outlets.

Principle # 10: We believe de-escalation training should be required to ensure the safety of community members and officers. We endorse using de-escalation tactics to reduce the potential for confrontations that endanger law enforcement officers and community members; and the principle that human life should be taken only as a last resort.

All Carol Stream police officers are trained in de-escalation and crisis intervention techniques. Officers attend realistic, scenario-based training to practice de-escalation techniques to enhance the safety of the public and the safety of officers in a potential use of force situation.

Carol Stream Police Policy Related to Use of Force:

Ban Chokeholds and Strangleholds

The Carol Stream Police Department does not allow the use of chokeholds, neck restraints, or similar techniques with a potential for serious injury unless deadly force is justified.

Require De-Escalation

All Carol Stream police officers are trained to de-escalate encounters before using force, when reasonable and safe to do so, to respond to resistance or aggression to avoid jeopardizing their own safety or the safety of others. All Carol Stream police officers have received training in crisis intervention.

Require Warning Before Shooting

Officers will announce their presence, provide lawful orders, and give individuals the opportunity to respond before using force, when safe and reasonable to do so.

Require Exhausting All Alternatives Before Shooting

Officers may only use the minimum amount of force necessary. The only time an officer can escalate to a higher level of force is when a lower form of force is ineffective, or the officer reasonably believes a lower form of force will be ineffective.

Duty To Intervene

Any officer present and observing another officer using force that is clearly unreasonable must, when in a position to do so safely, intervene to prevent the use of excessive force. Officers must promptly report any excessive or unreasonable force to a supervisor.

Ban Shooting At Moving Vehicles

Officers should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officers or others.

Require Comprehensive Reporting

Each officer involved in a use of force is required to immediately notify their supervisor and complete a report. These incidents include any physical response beyond that normally used to make an arrest, along with any pointing of firearms or Tasers at a person. All use of

force reports are reviewed by a Sergeant, Commander, and Deputy Chief. The Department also conducts a comprehensive annual review of all use of force incidents.

What type of training does Carol Stream provide to its officers regarding topics such as procedural justice, de-escalation, and implicit bias?

All sworn officers have received training in constitutional and proper use of law enforcement authority, procedural justice, civil rights, human rights, cultural competency, and de-escalation. The Department trains and practices de-escalation skills to maintain discipline and composure in a variety of settings, including verbal confrontations.

Since 2018, all sworn officers received training in the following areas:

- Use of Force
- Legal Updates
- Constitutional and Proper Use of Authority
- Procedural Justice
- Civil Rights
- Human Rights
- Cultural Competency
- Mental Health Awareness and Response
- Reporting Child Abuse and Neglect
- Trauma Informed Response and Investigation of Sexual Assault/Abuse
- Psychology of Domestic Violence

The Department's Crisis Intervention Team (CIT) consists of 36 sworn officers who have undergone 40-hours of crisis intervention training. In 2019, the Department responded to 411 mental health related calls in which the Department's 3 full-time social workers assisted with those in need.

Newly hired officers that become certified through the Illinois Law Enforcement Training and Standards Board complete 580 hours of curriculum, which includes training in crisis intervention, civil rights, de-escalation, communication in the police environment, control and arrest tactics, procedural justice and mental illness behavior.

Are officers trained to perform and seek necessary medical attention after an application of force?

Officers are required to perform first aid and immediately summon medical assistance if an individual is injured, complains of being injured, or the officer believes the person is injured or in need of medical attention.

How does the Carol Stream Police Department use cameras?

Each squad car is equipped with an in-car camera, and each patrol officer is equipped with a body mic. The squad car camera automatically activates when the officer initiates a traffic stop or otherwise activates the squad's emergency lights. Supervisors periodically audit a random sample of each officer's traffic stops to ensure compliance with department policies.

The Carol Stream Police Department does not currently use body-worn cameras. The Police Department is researching the feasibility of implementing body-worn cameras in the future.

How does the department identify officers who have a history of complaints or misconduct?

The Department tracks all complaints and maintains an early intervention system to identify patterns of behavior that require corrective measures. Corrective measures may include discipline, remedial training, coaching or counseling, and employee assistance.

How does the Carol Stream Police Department solicit feedback from the public?

The Carol Stream Police Department publishes the email addresses and direct phone numbers for the Chief of Police and Deputy Chiefs on the Village website. Members of the public may attend Village Board meetings to make public comments. Members of the public may also send direct inquiries to the Village Board and department directors by submitting a request on the Village website. Feedback from the public is also received thru social media, letters, and while conducting numerous programs throughout the community.