



Medway Police Department Annual Report 2021



Chief of Police Allen M. Tingley

Contents

Mission Statement.....	3
Vision Statement	3
Introduction.....	5
Department Roster	6
Organizational Chart.....	7
Chief’s Report of the Medway Police Department 2021	8
Policy & Procedure.....	9
Crime Stats: Part 1 Offenses.....	10
Arrests.....	11
Criminal Complaints.....	11
Calls for Service.....	13
Mental Health Response.....	18
Domestic Violence.....	19
Opioid Crisis.....	20
Motor Vehicle Crashes.....	21
Traffic Enforcement.....	21
Training.....	23
Use of Force.....	24
BIPOC Racial Data	25
Sex Assault Evidence Collection Kits.....	28
Specialty Units.....	29
POST Commission & Police Reform	29
Reporting Suspicious Persons	31

Mission Statement

The mission of the Medway Police Department is to protect and improve the quality of life for all who live, work, or visit our community by delivering the highest quality of public safety and service.

The men and women of the Medway Police Department are dedicated to accomplishing their mission by:

- Maintaining peace and order through fair and impartial enforcement of law and quality police service.
- Fostering an environment of cooperation and trust between the police department and the community.
- Valuing our employees as our most important resource.
- Conducting business efficiently and effectively.
- Challenging the future with a spirit of optimism and innovations in the continuous pursuit of excellence.

The Medway Police, through professionalism and integrity, dedicate ourselves to this mission.

Vision Statement

The Medway Police Department will create a safe and comfortable community in which people can live, work and visit. We recognize employees are the department's most valuable resource and will strive to create a positive working atmosphere where dedication and participation are encouraged. We will serve the people of this community by striving for excellence in all we do.

To this end we will:

- Enhance the safety and livability of the community.
- Prevent crime through community involvement, education, proactive enforcement and technological advances.
- Effectively communicate with all members of the community.
- Strive for professionalism and integrity by maintaining high ethical standards.
- Be fiscally responsible.
- Promote interagency communications and cooperation.
- Recruit, train and develop quality personnel.

We are committed to accomplishing the above through adaptability, encouraging creativity and forward thinking, honesty, integrity and holding one another accountable. Lastly, we will never settle for mediocrity or second best.

Description of Services

A. Prevention of crime

The police department is responsible for generating understanding about the nature and extent of crime and encouraging public support for crime prevention.

B. Deterrents of Crime

Crime can be deterred by proactive police procedures and active citizen involvement. The Police Department is responsible for deploying forces to deter crime and to inspire confidence in its ability to promote a peaceful and crime-free environment.

C. Apprehension of Offenders

Once a crime has been committed, it is the duty of the Police Department to initiate the criminal justice process.

1. Identify and apprehend the offender
2. Obtain necessary evidence
3. Assist in prosecuting the case
4. Use force that is reasonable and necessary to effectively bring an incident under control.

D. Recovery and return of property

The Police Department shall attempt to recover lost and or stolen property, to identify its owners and to ensure its prompt return.

E. Traffic Enforcement

The Police Department shall enforce traffic laws; investigate accidents, and direct safe movement of motor vehicles, bicyclists and pedestrians.

F. Public Service

The public relies upon the policies, assistance and advice of the Police Department in routine emergency situations. The Police Department shall respond for calls for service, aid or advise as necessary and or possible.

G. Use of Personnel

The Police Department shall develop personnel capable of providing the public with professional law enforcement.

H. Use of Resources

- I. The Police Department shall develop objectives which make efficient and effective use of its resources and plan for future public safety needs of the community.

J. Interdepartmental Cooperation

The Police Department shall continue to seek cooperative working relationships with other town departments and outside agencies.

Introduction

The Medway Police Department was established prior to the 1930s. Its current form was instituted in 1930 with Leo J. Cassidy serving as the department's first police chief from 1930-1959. The police department has grown from a handful of officers during the 1950s to a modern department of 25 sworn officers.

Four Medway Police Department student officers are currently attending the Randolph Police Academy who will be working full-time for the department as patrol officers after successfully completing the department's Field Training Program which starts after graduation in April of 2022. When fully staffed, the department consists of a patrol division made up of 5 sergeants and 14 patrol officers, a detective office consisting of one detective sergeant and two full-time detectives, one of whom acts as the departments court prosecutor and one full-time school resource officer. Most of our officers also perform specialty tasks within their assigned duties. Medway enters 2022 having seen the retirement of two veteran officers leaving the department short three officers as we also saw a veteran retirement in December of 2020. Our fourth student officer was hired in anticipation of the upcoming retirement of our chief of police.

2021 was a challenging year for the department due to the continuing disruption of the Covid-19 Pandemic, issues related to the implementation of police reform and its mandated changes and the loss of multiple experienced officers to retirement.

Department Roster

MEDWAY POLICE DEPARTMENT

2021

CHIEF OF POLICE

Allen M. Tingley

LIEUTENANTS

William Kingsbury

Matthew Reardon

SERGEANTS

Jeffrey Watson
Peter Fasolino

Jason Brennan

Derek Harrington
Robert O'Neill

DETECTIVES

Sgt. John Meincke

Lauren Swarhout

Carl Sheppard

POLICE OFFICERS

Joseph ~~MacDougall~~(Retired)
Ryan Ober
William White
Lauren Swarhout
Ryan Kahn
Andrew Latosek
Katherine Sharkey

John Rojee (Retired)
William Freitas
Thomas Godino
John Gasparrini
Benjamin Leazott
Stephen Paschal

Paul McLaughlin (SRO)
Anthony Nigro
Carl Sheppard
Meghan Casey
Christopher Bullen
Andrew Chu

MENTAL HEALTH CLINICIAN

Kallie Montagano

ADMINISTRATIVE ASSISTANT

Janice Hart

POLICE & FIRE COMMUNICATIONS

Hannah ~~Furro~~ (Supervisor)
Thomas ~~Sicchio~~

Nicholas Cabral
William ~~Tagliaferr~~

Kerri Bishop
Andrew Harris (PT.)

PERMANENT INTERMITTENT POLICE OFFICERS

Thomas Hamano

SPECIAL POLICE OFFICERS

David ~~Lambirth~~
Kevin Brennan
Jerry Tracy
Barbara Trufant

Richard Malo
William ~~Routenhouse~~
Michael ~~Heavey~~
Andrew Mahan

Robert Rojee
Donald Grimes
Cheryl Goodspeed
Daniel McGlynn

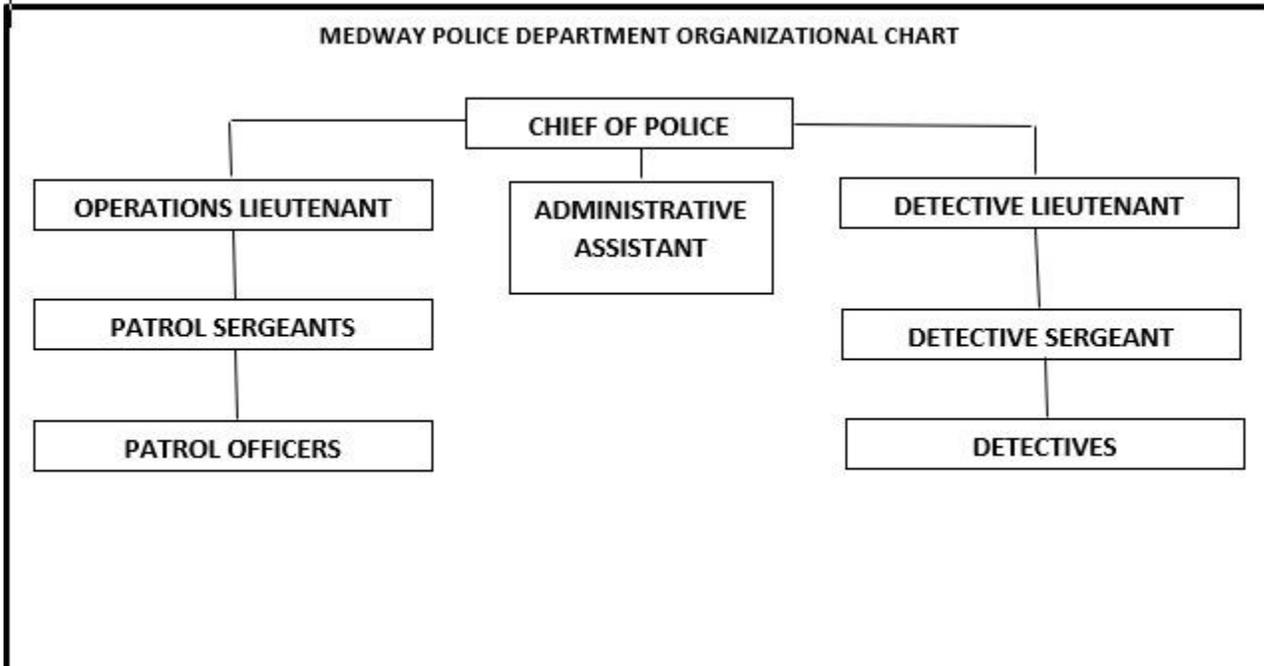
SCHOOL TRAFFIC CROSSING GUARDS

Cheryl Goodspeed

Gale Wilcox

Richard Malo

Organizational Chart



Chief's Report of the Medway Police Department

I am pleased to submit my Annual Report for the Police Department, for the calendar year ending December 31, 2021.

While coming into the new year (2021) we were all hopeful that we were nearing the end of the Covid 19 pandemic, but along came the new Covid 19 variant that put us back into the high infection rate. We had to continue doing business under the CDC infection control guidelines to keep our officers healthy and safe and offer the citizens of town the continued outstanding service that we provide daily. As a result of the continued Covid guidelines a lot of town and community events that the police department participates in such as the annual Memorial Day parade, Medway Pride Day, Medway Day, station tours and talks were cancelled or scaled back, and the wearing of masks and social distancing became an everyday event whenever you left your residence. I am happy to report we were able to get some normalcy back into our lives in November, and we were able to participate in the annual Holiday Christmas Parade and fireworks, which was very well attended and a huge success.

We have been and are currently, working on the implementation of the Police Reform Bill that went into effect this past year. The Bill covers numerous topics and policy changes that will have to be implemented into the department's policies and procedures and all officers will need to be trained on the new policies. Some of the topics and changes deal with hiring practices, POST (Peace Officers Standards and Training) certification of all officers yearly, use of force requirements, use of de-escalation techniques prior to any use of force on an individual and internal affairs investigations and the reporting of all discipline issues to the POST Commission are just a few of the elements contained in the bill. I am proud to report that all of our officers have met the training standards set by the POST Commission and all of our officers have been certified by the commission for the year.

During the year the department applied for, and received, a grant from the Massachusetts Statewide Emergency Telecommunications Board (911 Training) for \$42,577, along with an additional \$10,000 training grant. We also applied for and received an EMPG Grant from the Massachusetts Emergency Management Agency totaling \$3,500 to be used to purchase four portable stop signs and stands. We applied for and received grant funding from the Executive Office of Public Safety, for \$20,000 for various traffic enforcement initiatives in the spring and were awarded \$30,000 in the fall.

I am pleased to report that, as a result of the generous contributions from citizens and businesses within the town, and our continued working relationship with the Medway Housing Authority, Medway Senior Center and Shaw's Supermarket, we were able to continue the Medway Police Holiday Funds tradition of supplying families in need with meals on Thanksgiving and Christmas.

Officers continued to attend 40 hours of mandated in-service training. The training classes consisted of legal updates, first aid, CPR/Defib, defensive tactics, Domestic Terrorism, Implicit Bias, Responding to Pandemics and other similar emergencies, Police Pursuits. Officers also attended various specialized training classes throughout the year. Officers qualified in-house with their duty firearms, less lethal shotguns, patrol rifles, OC and tasers.

The department underwent some significant personnel changes during the year. Sergeant Stephen Mitchell, Officer John Rojee and Senior Patrol Officer/ Elders Affairs Officer Joseph MacDougall all retired from the department. I want to thank the three officers for their many years of dedicated service to the police department and wish the three officers a healthy and happy retirement.

Detective Robert O'Neill was promoted to the vacant Police Patrol Sergeants position, Sergeant John Meincke was promoted to the rank of Detective/Sergeant, Officer Lauren Swarthout was promoted to the open full time detective position and Officer Carl Sheppard was promoted to the open Court Prosecutors/Detective position.

To backfill all the retirements and promotions, we appointed four new police officers.

Police and Fire Communication Officer Andrew Latosek was promoted to a Full Time Police Officer and Stephen Paschal, Katie Sharkey and Andrew Chu were all hired to fill our three additional patrol positions. All four student officers are currently enrolled in the Randolph Regional Police Academy and will graduate in April of 2022.

Chief Allen Tingley also informed the Town Manager and members of the Select Board of his intent to retire from the Police Department after 45 years of service with the Town of Medway, effective July 5th, 2022.

This year also brought great sadness to the department with the passing of retired Police Chief David Lambirth who served 36 years with the Medway Police Department and twenty-two years as Chief of the Department. Chief Lambirth will be missed by all who knew him and worked with him.

Our department lost another valuable member of the Department in February 2021, with the sudden passing of Reserve Officer Michael Heavy. Michael served our department for over 20 years. Michael was a very dedicated and hardworking member of our reserve force, who could be counted on to respond whenever needed. Michael will be missed by all who knew him and worked for him.

Once again, throughout the year, we had several occasions to send out telephone emergency notifications to our residents using Blackboard Connect, the Town's emergency telephone notification system. I would like to encourage anyone who has not yet signed up to participate in this system to please do so. The links to sign up for this system can be found on the Medway Police Department web site (www.medwaypolice.com) and the Town of Medway's web site (www.townofmedway.org) under *Find It Fast* and click on *Blackboard Connect Emergency Notification* and follow the instructions to sign up for this important service.

I would like to strongly encourage members of the community to take an active role in crime prevention by partnering with the Police Department. Many times, residents see suspicious activity but do not call the police, and often these activities are actually crimes in progress. Reporting suspicious activity can help deter and reduce crime and acts of vandalism as well as keep your home, family, and fellow citizens as safe as possible. Please remember, if you see or hear something that makes you feel uneasy or suspicious, call the police.

In closing, I offer my sincere thanks to Town Manager, Michael Boynton, the five members of the Select Board and all appointed and elected officials, department heads and committee members, as well as the citizens of Medway, for their continued support of the Police Department.

I would also like to offer my thanks to the men and women of the Medway Police Department for a job well done.

Respectfully Submitted,

Allen M. Tingley

Chief of Police

Policy & Procedure

The Medway Police Department maintains a policy manual broken down into the following categories:

- Police Role & Authority
- Organization & Management
- Benefits & Discipline
- Personnel Administration
- Operations
- Support Services
- Traffic Operations
- Prisoner & Court
- Records & Communications

Policies are reviewed annually and when appropriate are amended. Most MPD policies are public records. Policies related to tactics and critical incident response are not. Officers receive annual training on critical policies as mandated by the state and/or the department. Such policies include Use of Force, High Speed Pursuit, Response to Calls, and Domestic Violence. Critical policies are available for viewing at <https://www.townofmedway.org/police-department/pages/policies>.

The POST Commission has been tasked with developing policy standards and accreditation/certification mandates. These standards have not yet been produced but will have an impact on department policy & procedure in the future.

Crime Statistics: Part 1 Offenses

The FBI designates certain serious crimes as Part 1 Offenses for tracking purposes which are broken into violent crimes and property crimes. The Medway Police Department submits monthly crime reports to the FBI through NIBRS (National Incident Based Reporting System). Medway PD began reporting through NIBRS in the late 1990s. NIBRS became mandatory for all departments in 2021. Not all crimes are reported through NIBRS. Part 1 Offenses are the most serious crimes which include:

- Murder
- Rape/Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Larceny-Theft
- Motor Vehicle Theft

Murder

Medway did not have any reported murders during 2021.

Rape/Sexual Assault

Medway PD investigated ten reported rapes, sexual assaults and child sexual assaults during 2021 however none of these was reported as part one crimes for various reasons. Very little information can be shared regarding these types of crimes as such information is shielded by Mass General Law Chapter 41 § 97D.

Robbery

Medway investigated one robbery during 2021 which involved an attempted carjacking at gun point. Two suspects were identified, arrested, and charged.

Aggravated Assault

An aggravated assault is an assault and battery which causes serious bodily injury or was committed with a weapon of some type. There were two aggravated assaults reported to the Medway Police Department during 2021, one involving a car used as a weapon and the other involving a knife. Charges were brought in both instances.

Burglary

There was one reported burglary during 2021 which resulted in charges being filed after an investigation. A burglary is a nighttime breaking and entry to a residence. Daytime Housebreaks and commercial breaks do not meet the definition of a burglary and would not be reported as a part-one crime.

Larceny-Theft

There were twenty-one reportable larcenies during 2021 which matched the number from 2020.

Arson

There were no reported arsons during 2021.

Motor Vehicle Theft

There were 2 reported Motor Vehicle Thefts during 2021. There were none during 2020.

Arrests

Medway officers made forty-one arrests during 2021 a decrease of 35% from the previous year. The primary offenses are listed below. Certain misdemeanors, which in the past would result in an arrest, are now handled via the summons process. The listed charges were the most serious involved in each incident. Multiple charges are often filed on individual suspects related to a single incident.

Arrests Warrants	11
Domestic Assault & Batteries	10
Operate Under the Influence	6
Operate after Suspension/Revocation	4
Operate without a License	4
209A Restraining Order Violations	1
Attempted Murder	1
Open & Gross	1
Fugitive from Justice	1
Sex Offender-Fail to Register	1
Threats	1

Criminal Complaints

Medway officers filed 119 applications for criminal complaints during 2021 which were nine more than were filed during 2020. The primary offenses are listed below:

Operate After Suspension/Revocation	30
Operate without a License	17
Domestic Assault & Battery	10
Larceny	6

Negligent Operation of MV	6
Destruction of Property	6
Leaving the Scene Property Accident	3
Larceny of MV	3
Assault & Battery	3
Disorderly Conduct	3
Uttering	3
Operating Under the Influence	2
209A Violations	2
Carjacking	2
Breaking and Entry of Motor Vehicle	2
False 911 Call	2
Furnishing Alcohol to a Minor	2
Threats	2
Operate Unregistered/Uninsured	1
Town By-Law Violations	1
A&B by means of a Dangerous Weapon	1
Aggravated Assault & Battery	1
258E Violation	1
Breaking & Entry	1
Indecent A&B on a Child	1
Intimidation of a Witness	1
Junior Operator Violation	1
Lewd & Lascivious Behavior	1
Motor Vehicle Homicide	1
Possession of Illegal Narcotics	1
Possession with Intent to Distribute	1
Unlawful Possession of a Firearm	1
Assault by Means of a Dangerous Weapon	1
Aggravated Assault	1

Scams

Eight completed scam attempts resulted in the loss of \$106,649.99 by Medway residents during 2021. There were thousands of scam attempts which were unsuccessful. Scam attempts are very difficult to investigate and retrieving stolen cash near impossible due to the anonymity afforded to individuals operating on the internet. Scammers use untraceable financial tools such as Apple I-Tunes Cards and wire services like Western Union and Money Gram for collect cash from unsuspecting individuals.

The scams were saw most frequently were:

- Pop-up ads (airline tickets, computer “hack” fixes, fake pornography alerts)
- On-line job postings/Advanced fee (send first “paycheck” upfront-too much-send back the balance-check is fake)
- Phony Police Investigations/Warrants (FBI, IRS, Sheriffs)
- Family Imposters (Grandchild, sibling in trouble needs cash)

- Advance Fee on-line sales (send a check for too much money-ask to send the balance back-check is fake)
- Amazon Scam (Person claims your Amazon account has been hacked)

All scams have one thing in common. The victim must send money to the scammer via unconventional means. Always contact the police department at 508-533-3212 for advice before wiring money or buying pre-paid cards if someone asks you to. Double check with relatives who are supposedly in trouble. Educate yourselves and your friends and relatives regarding how scams work so that you don't fall prey to sophisticated scammers. Education is our best defense. Most people now recognize a scam when they see one but those who are not internet savvy may not be aware that these scams are out there. Spread the word.

The FBI maintains a website outlining the most common scams we see. Please take a look and be familiar with them.

<https://www.fbi.gov/scams-and-safety/common-scams-and-crimes>

Calls for Service

A call for service can be generated several different ways. Calls can come in via 911, business phone, walk-ins, the Medway Police Department email tip address, the Medway Police Department Facebook page, "on view" in which an officer on patrol is alerted by a citizen requesting assistance or making a report, via radio from our partner first responders, and through an individual officer's self-initiated observations and actions. This report will break down calls for service into non-discretionary and discretionary categories. Non-Discretionary calls for service are requests for assistance that officers are mandated to respond too. Discretionary calls are self-initiated pro-active activities such as traffic enforcement and community policing activities. Some logged calls are classified as administrative in nature and are not reflected in the below totals.

MEDWAY POLICE CALLS FOR SERVICE 2021			
YEAR	TOTAL	NON-DISCRETIONARY	DISCRETIONARY
2016	10,902	8331	2571
2017	12,511	8538	3873
2018	13,191	8625	4566
2019	13,209	8292	4917
2020	13,666	7962	5698
2021	15,101	7723	7378

Medway Police Records Management System

Police Investigations & Assistance- Criminal and Non-Criminal 2021

The Medway Police Department uses the PAMET System to maintain records related to calls for service and administrative tasks. The system originally went on-line in April of 1997 and was last replaced during June of 2004. The

system is approaching its end of life. The department is in the process of replacing PAMET with a modern system which will be more efficient for data entry and which will have superior analytical abilities. The following table lists the Incident types by number which were logged during 2021. The numbers don't always match other tables and data as Incident Types don't always accurately reflect everything that happened during a particular incident. Incident Types tend to list how a call was received and data was originally entered into the RMS system. Final outcomes may reflect a different type of incident.

209A Emergency Request	5
209A Modified	49
209A Received	27
209A Request	1
209A Service	49
209A Vacated	8
209A Violation	11
258E Emergency Request	1
258E Modified	2
258E Received	5
258E Service	5
258E Vacated	2
258E Violation	1
911 Accidental	441
911 Hang-up	89
911 Transfer	186
MVA Animal	10
MVA Injury	33
MVA Leave the scene	28
MVA No Injury	166
MVA Not Investigated	14
Accident Other	5
MVA Pedestrian	3
Alarm	222
Ambulance	1171
Ambulance Mutual Aid	211
Overdose	7
ACO	262
Harassing Calls	2
Arrest-Felony	2
Arrest OUI	3
Assault or A&B	11
Assist Elderly	10
Assist Other PD	97
B&E MV	20
Breaking and Entering	16
By-Law MV	1
By-Law violation-Other	1
Civil Complaint	10

Community Policing	152
Court Duty	3
Cruiser Maintenance	82
Disinvitation	6
Disorderly Person	2
Disturbance	129
Domestic Dispute	69
Elder Affairs	3
Fight in Progress	6
Fire-Alarm	334
Fire-Alarm maintenance	102
Fire-Brush	6
Fire-Investigation	257
Fire-Mutual Aid	62
Fire-Natural Gas Leak	16
Fire-Structure	20
Fire-Vehicle	2
Fireworks Complaint	22
Follow-up Investigation	178
Funeral Escort	20
General Information	96
General Service	79
Gun Shots Reported	4
Harassment	20
Identity Fraud	56
Illegal Dumping	4
Investigation	20
JDC	79
Keep Peace	22
Larceny	34
Larceny-Vehicle	2
Larceny by Check	3
Larceny by Credit card	6
Larceny from MV	2
Lockout	97
Lost or Stolen	47
Message Delivery	7
Missing Child	17
Missing Child Located	11
Missing Person	7
Missing Person Located	7
MV Abandoned	2
MV Disabled	136
MV Erratic Op	149
MV Violation	1066
Mutual Aid-Metro LEC	22

Neighbor Dispute	19
No Incident Type assigned	1
Notice to All	52
Officer Injured	7
Officer Request	359
Open Door	11
Parking Violation	48
Pistol Permit	333
License to Carry Firearms	215
Firearms Identification Cards	6
Power failure	7
Prisoner Information	1
Process Serving	19
Project Life Saver	1
Property-Damage-Private	29
Property Damage-Municipal	7
Property Received	85
Property Released	59
Radar Board	13
Radar Requested	31
Repossession	2
Road Hazard	99
RUOK	7
Safety Hazard	16
Safety Officer	14
Section 12	27
Section 35	6
Security Checks	6426
Sex Offender Registration	4
Sexual Assault	10
Shift information	1439
Shoplifting	1
Sick Day	130
SRO Activity	45
Sudden Death	3
Suicide Attempt	2
Suicide Threat	5
Summons Service	7
Surveillance by PI	4
Suspicious Activity	158
Suspicious MV	165
Suspicious Person	51
Threatening	13
Traffic Control	45
Traffic Counter	17
Traffic Enforcement	1143

Training	5
Transportation	51
Tree Down	44
Truant Child	3
Unauthorized Use	2
Unwanted Party	4
Vacation Check	25
Vandalism	15
Warrants	70
Water Dept	15
Weather Change	6
Well-Being Check	115
Wires Down	86
Witness Intimidation	3
A&B on Family Household Member	7
A&B With a Dangerous Weapon	2
Abuse Prevention Order Violation	6
Alcohol from an Open Container	1
ARREST Operating Under the Influence	6
Assault/Dangerous Weapon	2
Assault or A&B	2
A&B Dangerous Weapon	1
Assault Aggravated	1
Assault on Family/Household Member	9
Attempt to Commit a Crime	2
B&E Daytime-Putting in Fear	1
B&E Daytime -Felony	1
B&E Nighttime-Felony	1
Burglary-Unarmed	1
By-Law Violation-Other	5
By-Law Violation-Solicitor	5
Carjacking	2
Conspiracy to Violate Drug Laws	1
Disorderly Persons	8
Domestic Strangulation	1
Fugitive from Justice	1
Kidnapping	1
Larceny from a Building	1
Operating After Suspension/Revocation	31
Operating Without a License	29
Operating under the Influence	10
Resisting Arrest	1

Motor Vehicle Violation Actions 1989
(Verbal, CMVI, Criminal, Arrest)

Motor Vehicle Crashes (No Injury)	174
Motor Vehicle Crashes (With Injury)	20
Motor Vehicle Crashes involving Animals	10
Motor Vehicle Crashes (Fatal)	1
Motor Vehicle Crashes (Leaving the Scene)	28
Motor Vehicle Crashes (Reported-Not Investigated)	15
Motor Vehicle Crashes (Pedestrian)	3

Property Stolen (Value)	\$166,021.49
Property Recovered (Value)	\$44,350

Mental Health Calls

Medway Police officers responded to 121 incidents involving some type of mental health crisis evaluation during 2021, an increase of 15 over the previous year.

The Medway Police Department strives to ensure successful interactions between police officers and persons affected by mental illness. The Medway Police Department has pledged to meet the standards of the International Association of Chiefs of Police One Mind Campaign which has developed a four-part strategy to ensure our best opportunities to meet our goals in this area.

- ***Strategy One: Establish a clearly defined and sustainable partnership with one or more community mental health organizations.***

Medway PD, in cooperation with the Town of Franklin Police Department, partnered with Advocates Inc. of Framingham during late 2018 to create an embedded mental health clinician Jail Diversion Program. Prior to this, Medway Police officers conducted mental health triage on the street in response to these calls. Officers would frequently resort to arrest or in-voluntary hospitalizations as the primary means of dealing with some mental health affected behaviors.

The co-responder model features a mental health clinician who rides with officers and responds to calls involving a mental health component to make a higher-level evaluation of persons involved in these incidents. Medway shares a single mental health clinician with the Franklin Police Department. When the clinician is on-duty she responds to all mental health calls. When she is not on duty, officers conduct mental health triage as before or Riverside Mental Health services is contacted, and our clinician will follow-up as needed. Our clinician also responds to non-crisis calls to evaluate, provide services, and advice.

During 2021 Medway PD's JDP Clinician conducted mental health evaluations and did non-traditional evaluations of persons in crisis. Her evaluations resulted in her issuing MGL 123 § 12 involuntary hospitalization orders, her diverting individuals from arrest to the emergency room for mental health treatment and diverting individuals who would have been involuntarily hospitalized from being so as she conducted full evaluations on-scene herself. Our clinician was also often available to assist with emotional situations outside her traditional mental health evaluation role such as in situations of sudden death, overdoses, mental health consultations with loved ones, and with ongoing domestic related situations.

During 2021 our clinician:

- Conducted 170 Interventions
- Conducted Evaluations which led to 6 Arrest Diversions
- Conducted 19 Evaluations which led to Emergency Department Diversions

Medway PD also partners with Community Impact of Milford, a community mental health counseling practice that specializes in substance abuse and behavioral issues. There is more information regarding Community Impact in this document's section on the Opioid Crisis.

- ***Strategy Two: Develop and implement a model policy addressing police response to persons affected by mental illness.***

A model policy regarding responding to incidents involving mental illness went into effect on November 1, 2018 replacing the previous existing policy. The policy was developed by the International Association of Chiefs of Police and mental health professionals adapted to the Commonwealth of Massachusetts and the Town of Medway Police Department. The policy authorizes diversion from arrest to hospitalization when appropriate as this is a necessary tool for our officers to effectively respond to these difficult calls. The policy is a public record and available for inspection at:

https://www.townofmedway.org/sites/g/files/vyhli866/f/pages/42k_handling_the_mentally_ill_2018.pdf

- ***Strategy Three: Train and certify 100 percent of the agency's sworn officers and selected personnel by providing Mental Health First Aid Training.***

Currently, 100% of Medway's sworn-full time officers have received Mental Health First Aid which is a skills-based training course that trains participants regarding mental health and substance abuse issues. As new officers are sworn in, each will receive this training.

Strategy Four: Provide Crisis Intervention Team (CIT) training to 20% of the department's sworn staff.

Currently 50% of the department's sworn officers have received CIT training far exceeding the goal of the One Mind Program. More officers are scheduled to receive this training during 2022. This training is imperative as the department strives to improve its response to mental health related calls for service. As more training becomes available, the department will expand its base of crisis response trained officers.

This link will tell you more about the One-Mind campaign: <https://www.theiacp.org/projects/one-mind-campaign>

Domestic Violence

Domestic Violence is abuse of a family or house-hold member. House-hold members are defined under the law as persons who are or were married to one another, persons who are or were residing together in the same household, persons who are or were related by blood or marriage, persons who have a child in common regardless of whether they have ever married or lived together, or persons who are or have been involved in a substantive dating or engagement relationship. This includes relationships involving an individual or individuals who identify as gay, lesbian, bisexual, or transgender.

Abuse is defined as causing or attempting to cause physical harm, placing another in fear of imminent serious physical harm or causing another to engage in involuntary sexual relations by force, threat of force or duress.

Medway Police Officers responded to 69 domestic violence related incidents during 2021 which resulted in 20 individuals being charged with Domestic related offenses and a further 3 with violations of 209A Protective Orders.

During the year, Medway assisted 9 victims with obtaining emergency restraining orders. Medway also received 27 209A orders directly from the court.

The Medway Police Department appointed a dedicated Domestic Violence Officer during 2019 who is tasked with conducting DV investigations, following up with victims, reviewing previous histories, opening new investigations on past unreported instances of domestic violence, auditing restraining orders, tracking court cases, and assisting victims at court. Any person with questions regarding domestic violence can seek information from the department at any time. Persons who wish can set up an appointment with our Domestic Violence Officer as well via 508-533-3212.

Opioid Crisis

Medway has seen a drop in reported opioid overdoses from **16** in 2018 to **11** during 2019 and **7** during both 2020 and 2021. Medway had no fatal overdoses during 2021. Medway is a member of the Safe Coalition which is a regional coalition which provides a pathway to support, education, treatment options and coping mechanisms for those affected by substance use disorder. Medway police officers are able to meet with and provide resources and assistance to those seeking detox and treatment as well as those wish to help another in crisis.

The Medway Police Department partners with Community Impact of Milford, a mental health counseling practice which works with youth, adolescents, young adults and families to make positive change in their lives. Community Impact will assist persons with substance use disorder to obtain treatment. Medway Police Department has two officers dedicated to post drug overdose response. They will meet with those who've suffered an overdose and/or their families to assist with obtaining treatment through the Community Impact Program.

Medway has a three-tiered plan to combat the Opioid crisis. Education, services, and enforcement. Medway officers will assist anyone who is seeking treatment and will help educate anyone as to their legal and/or treatment options with information. Medway also investigates reports of illegal narcotics distribution to disrupt the flow of dangerous drugs into our community.

Medway officers carry Narcan and are trained in its use. Narcan is a nasal spray medication used to treat suspected Opioid overdose.

Medway has long accepted the drop-off of illegal drugs for destruction with no penalty to the individual(s) seeking to turn the narcotics in. If an individual seeks to dispose of illegal narcotics while simultaneously seeking assistance with treatment options, they are welcome to come to the Medway Police Department and we will help identify available resources.

Medway provides a prescription drug disposal bin for 24-hour service which is in our lobby. The goal is to give individuals the opportunity to dispose of unused prescription medications in a safe manner. We also have a needle drop

off bin for safe disposal and we encourage all to make use of it rather than disposing of needles in a manner that may lead to injury to another.

Motor Vehicle Crashes

The Medway Police Department recorded 251 Motor Vehicle Crashes in 2021. This was an increase of 19.52% over 2020. The increase in numbers can be attributed to the end of COVID-19 lockdowns and people returning to in-person workplaces. There is an identifiable national trend of an increase in risky driving since the start of the COVID-19 pandemic. An examination of the crashes which occurred in Medway do not appear to show that as a major cause in our increase.

There were 20 crashes which resulted in injuries, the same number which occurred during 2020. There was one fatal crash last year which resulted in the death of one individual. There was one during 2020. Leaving the scene crashes increased from 23 to 28. Animal crashes dropped from 19 to 10. Pedestrian crashed decreased from 5 to 3.

The streets with the most crashes were:

Main	88
Milford	30
Village	27
Holliston	23
Summer	11
Winthrop	9

No other streets had more than two crashes during 2021.

The intersections with the most crashes were:

Main & Holliston	8
Main & Milford	5
Winthrop & Lovering	4

Most Often Determined Cause

Rear End Crashes	59
Minor Parking Lot Collision	41
Fail to Yield/Stop	39
Single MV left Roadway	26
Struck Animal	10

****Note: We are seeing increasing numbers of crashes caused by people trying to be courteous waving people out into traffic or to make turns where those people do not have the right of way. Unless traffic is stop and go, stopping to wave people in or out is very dangerous. Please follow-up the right of way. Most drivers are expecting you too and some who are waved out are counting on the waver that it is safe. Often it isn't. We are seeing rear end crashes and fail to yield crashes caused by attempts to be courteous.***

Traffic Enforcement

Medway has worked to increase traffic enforcement efforts over the last few years in response to concerns expressed by our residents and town officials. Officers are tasked with making stops when they observe traffic violations while on patrol, with setting up traffic enforcement posts in targeted areas when workload allows, and via specialty patrols funded by grants from the Massachusetts Executive Office of Public Safety & Security. Medway received a Municipal Traffic Safety Grant in October of 2021 in the amount of \$30,000 which will be used to fund traffic enforcement efforts during five target periods between December 2021 and September 2022.

Traffic enforcement is a discretionary activity. Officers engage in traffic enforcement when non-discretionary calls for service are low. Stationary traffic posts increased 38.5% over 2020. Posts during 2021 increased 939% over 2016 showing the change in direction over the last six years. Medway assigns traffic enforcement posts based on crash rates, traffic data studies and complaints generated by residents and motorists.

MEDWAY POLICE TRAFFIC ENFORCEMENT POSTS			
YEAR	NUMBER	% INCREASE	CITATIONS/VERBALS
2016	110	NA	1293
2017	255	131%	2217
2018	449	76%	3063
2019	767	70%	2785
2020	825	7%	1861
2021	1143	38.5%	1989

The most Frequent Traffic Posts were located at:

Village Street:	206
Main Street:	188
Winthrop Street:	156
Holliston Street:	67
Adams Street:	62
Clark Street:	61
Milford Street:	54
Oakland Street:	47
Coffee Street:	47
West Street:	43

Training

The Medway Police Department believes that continuous training is of the highest priority for our officers. All full-time officers are graduates of a Massachusetts Police Training Council Police Academy. Each officer receives a minimum of 40 hours in-service training each year where mandatory subjects such as Legal Updates, Domestic Violence, CPR/First Responder, Use of Force, Defensive Tactics, Response to the Mentally Ill, Officer Wellness and Implicit Bias are updated each year.

In addition to this training, the Medway Police Department conducts in-house policy training, use of force training, Taser training, less lethal weapons training, firearms training and scenario training. The department typically conducts active shooter training in-house including a joint training exercise with Medway Fire/EMS each April where Active Shooter/Hostile Event Response plans are practiced in a stressful environment. Unfortunately, the past two year's training was cancelled due to the Covid-19 Pandemic.

Medway officers also attend outside specialized training frequently to close training gaps and fill identified needs. During 2022 our officers attended many trainings including:

POST Commission Internal Affairs	(1)
Basic Motor Vehicle Crash Investigation	(3)
Advanced Motor Vehicle Crash Investigation	(1)
Advanced Motor Vehicle Crash Reconstruction	(1)
Advanced Criminal Procedure	(1)
ARIDE	(4)
Conducting Background Checks	(2)
BEERS	(5)
OAT Manager	(2)
CIT Training	(6)
CIT Advanced	(2)
Civil Rights Officer Training	(1)
Crisis Negotiations	(3)
Cryptocurrency Investigations	(1)
De-Escalation for Supervisors	(16)
De-Escalation Strategies	(11)
Dust & Bust	(5)
Evidence Room Operations	(2)
Fair & Impartial Policing	(6)
FBI-LEEDA Supervisor Leadership Institute	(7)
Roger Williams first-Line Supervisor School	(1)
MPTC Front-Line Leadership School	(3)
FTO Certification	(3)
Health & Wellness Instructor Cert	(1)
Human Trafficking Instructor	(1)
Investigating Domestic Strangulation	(1)
Instructor Development-Mentally Ill	(1)
Juvenile Law	(2)
Media Relations	(1)

Law Enforcement & Society	(1)
Leadership during uncertain times	(1)
Ma Civil Rights Symposium	(1)
Motor Officer School	(2)
NASRO SRO Cert	(2)
NASRO SRO In-service	(3)
National Cybercrime Conference	(4)
Officer-in-Charge	(7)
Police Law & Liability	(1)
Police Reform for Supervisors	(6)
Post Promotional Suicide Prevention	(1)
Race Relations Immersion School	(1)
Raid Planning	(2)
Report Writing for Supervisors	(3)
Restoring Body/Brain Connection	(1)
Sex Assault Investigation School	(6)
Search Warrant Preparation	(1)
Secret Service Digital Evidence School	(1)
Secret Service Social Media Investigation	(1)
MIIA Police Reform	(1)
Strategic Planning for Police Agencies	(1)
Street Level Narcotics Investigation	(1)
Stress Resiliency Coordinator	(1)
Use of Force Summit	(1)
Commercial Weights Enforcement	(2)

Use of Force

Medway Police officers are required to complete secondary reports for any use of force involving the use of lethal or less lethal tools, the pointing of a firearm at a suspect, and for any reported injuries or complaints of injuries. Medway Investigates all use of force incidents which meets the reporting threshold. Medway officers did not use any reportable levels of force during 2021.

Medway placed 41 individuals under arrest, 27 into involuntary commitment under MGL 123 § 12, 5 were taken into custody on warrants of apprehension issued by the courts under MGL 123 § 35, and 7 were placed into protective custody for incapacity for narcotics use. Medway officers also seized 119 people were later released with summons.

This is less than one percent and extraordinary testament to the skills and dedication of our officers. Seven percent force usage in custody situations is considered an outstanding national standard to meet. Our officers through training, education, commitment to de-escalation and proper tactics greatly exceeded that goal this past year. Additionally, our officers issued one hundred and ten criminal summonses during 2021 none of which resulted in any use of force. That Medway officers were able to seize and reach successful resolution of 199 individuals without once having to use a reportable level of force and without one individual suffering any injury is a testament to our officers' commitment to de-escalation, proper tactics, fairness and to their training and supervision.

Over the last two years there has been incidents involving 416 individuals either being placed in custody or issued summonses with only one reportable use of force occurring. The report was filed due to a suicidal individual scraping his knee when he was tackled in the act of trying to harm himself.

During this same time, our officers have taken multiple armed individuals into custody as well as individuals who have engaged in violent behavior. They have de-escalated many volatile incidents successfully.

Medway participates in the FBI's national use of force data collection project. The project collects data related to the use of lethal force or a serious injury resulting due to the use of force. Medway PD submits reports monthly. Medway filed 12 zero monthly reports during 2021 for the fourth year in a row as no use of force incident reached the minimum reporting standards.

BIPOC/Racial Data

Policing had changed in many ways since 2014 illustrated by the recent passage of reforms in Massachusetts in response to well-known national impact incidents and systemic racial issues which demand a change in police accountability and transparency. Medway PD has made several changes related to the collection of racial data which will allow for analysis and response to observed issues. This information is being provided to the public as well.

On-View incidents are investigations initiated by officers. Reported are investigations which are the result of reports responded to by officers. The information below lists whether an incident was on-view or the result of a report, the criminal charge or warrant, and the reason for the stop in cases of motor vehicle charges and whether the individual is a resident. In instances where "Unknown" is listed, the officer had no interaction with the subject of the complaint as such they have not been able to perceive the individual's race or ethnicity.

Racial or ethnic identification is a matter of the perception of the involved officer. Officers must indicate a race/ethnicity on all citations however the officer must record the race based on his or her perception.

ARREST INFORMATION

Total: 41

White: 36

Hispanic: 3

Black: 0

Asian: 2

Middle Eastern: 0

Hispanic Arrests: 1. Warrant & Operating without a License
2. Warrant & Operating without a License
3. Fail to Register as a Sex Offender

Asian Arrests: 1. Domestic Assault & Battery
2. Operating Under The influence of Alcohol

CRIMINAL COMPLAINT INFORMATION

Total:	119
White:	84
Hispanic:	22
Black:	7
Asian:	1
Middle Eastern:	1
Unknown:	2

Criminal Complaints Issued to Hispanics

1. On-view/Operate After Suspension/Random Query/Non-resident
2. Reported/Larceny/Non-resident
3. Reported Crash/Operate without a License/Non-resident
4. Reported Crash/Operate without a License/Non-resident
5. Reported/Larceny of a Motor Vehicle/Non-resident
6. On-view/Operate After Suspension/Hands-Free Violation/Non-resident
7. On-view/Operate After Suspension/Speeding/Non-resident
8. Reported Crash/Operate without a License/Non-Resident
9. On-view/Operate without a License/Speeding/Non-resident
10. On-view/Operate without a License/Speeding/Non-resident
11. On-view/Operate without a License/Hands-Free Violation/Non-resident
12. On-view/Operate after Suspension/Speeding/Non-resident
13. Reported/Uttering a False Prescription/Non-resident
14. Reported/Furnishing Alcohol to a Minor/Resident
15. On-view/Operate after Suspension/Hands-Free Violation/Resident
16. Reported/Operate without a License/Leaving the Scene/Non-resident
17. Reported Crash/Negligent Operation/Non-resident
18. On-view/Operate without a License/Speeding/Resident
19. Reported Crash/Operate without a License/Non-resident
20. On-view/Operate without a License/Speeding/Non-resident
21. Reported/Carjacking/Non-resident
22. Reported/Carjacking/Non-resident

Criminal Complaints Issued to Blacks/African Americans

1. Reported/Larceny & Uttering/Non-Resident
2. Reported/Larceny & Uttering/Non-Resident
3. On-view/Operate after Suspension/Inspection Sticker/Non-resident
4. Reported/Domestic Assault & Battery/Non-resident
5. Reported/Destruction of Property/Non-resident
6. Reported/Domestic Assault & Battery/Resident
7. Reported/Domestic Assault & Battery/Resident

Criminal Complaints Issued to Middle-Easterners:

1. On-View/Operate after Suspension/Illegal Passing/Non-Resident

Criminal Complaints Issued to Asians:

1. Reported/Destruction of Property/Non-Resident

Note: Two Criminal Complaints were issued to individuals unknown to the issuing officer.

Traffic Stop Data

Medway Police Officers recorded 1989 traffic stops during 2021.

White:	1772	89%
Hispanic:	109	5.4%
Black	45	2.2%
Asian	34	1.7%
Middle Eastern	24	1.2%
Unknown	5	0.2%

2020 Massachusetts Citation Study

Massachusetts requires annual studies of traffic stop data to identify racial disparities in traffic enforcement decisions by Massachusetts police officers. The study was conducted by Salem State University and Worcester State University. Citations issued by Massachusetts law enforcement officers between February 23 and December 31, 202 were analyzed. The study did not include information related to verbal warnings or non-motor vehicle violation related stops. The numbers above reflect all stops by Medway officers that resulted in either a verbal warning, a Civil Motor Vehicle Infraction, a Criminal Summons, or an Arrest. The results related to the Medway Police Department are posted below:

**2020 MASSACHUSETTS UNIFORM CITATION DATA ANALYSIS REPORT
MEDWAY POLICE DEPARTMENT**

Total Stops: 939	ZIP Code Match Analysis			Stop Rate by City/Town Population		
	Intown motorist:		28.1%	Stops per 1000 18+ residents:		
	Passing through:		71.9%	92.4		
All stops				ITP¹ Stops (N = 219, 23.3% of stops)		
Mean age	41.33			Mean age	39.56	
Gender %				Gender %		
Female	42.6%			Female	41.0%	
Male	57.0%			Male	57.6%	
Non-binary	0.4%			Non-binary	1.4%	
Race %				Race %		
AA/Black	3.1%			AA/Black	1.4%	
Hispanic	4.8%			Hispanic	6.4%	
White	90.8%			White	91.3%	
Other	1.3%			Other	0.9%	
¹ Only stops occurring between 4:35am and 7:16am (dawn) or between 4:14pm and 9:02pm (dusk)						
Comparative Analyses						
Stops vs. City/Town Demographics				Stops vs. State Average²		
Motorist Race	City Dem	% Dif		Motorist Race	State Avg	% Dif
AA/Black	3.1%	2.8%	0.3%	AA/Black	3.1%	15.7%
Hispanic	4.8%	2.6%	2.2%	Hispanic	4.8%	14.7%
White	90.8%	90.0%	0.8%	White	90.8%	65.5%
Other	1.3%	6.1%	-4.8%	Other	1.3%	4.1%
² State average represents racial/ethnic breakdown of all 2020 stops by all MA departments						
VoD Analysis						
All stops				ITP stops		
Race	N	Daylight	Darkness	Race	N	Daylight
NW	85	8.3%	16.1%	NW	18	4.5%
White	830	91.7%	83.9%	White	181	95.5%
Chi-Square ³ : .008* sig.				Chi-Square ³ : .001* sig.		
Odds ratio Exp(B) ⁴ : .486* sig.				Odds ratio Exp(B) ⁴ : .236* sig.		
³ Sig. chi-square indicates observed pattern in table is real, and not due to chance alone						
⁴ Odds ratio < 1 indicates NW drivers less likely to be stopped during the day than at night; > 1 indicates NW drivers more likely to be stopped during the day than at night. Only "sig." results can be interpreted.						
Stop Outcomes by Race						
	Warning	Civil	Criminal	Arrest	Search?	
AA/Black	89.7%	0.0%	10.3%	0.0%	NW	0
Hispanic	53.3%	4.4%	35.6%	6.7%	White	0
White	89.5%	5.3%	4.9%	0.2%		
Other	75.0%	16.7%	8.3%	0.0%	Counts	Percent
Chi-Square ⁵ : .000* sig.						

Sex Assault Evidence Collection Kits

SAECK are collected by medical professionals from persons who have suffered a sexual assault/rape. In response to issues related to the lack of testing of SAECKs across the nation, Massachusetts enacted laws during 2019 designed to ensure that testing of kits is accomplished in an efficient manner. Medway PD has received many requests regarding the rate that the kits in our cases were tested. 100% of kits in our custody have been tested. When a Kit is received, Medway investigators input kit information into an on-line tracking system which victims will be able to access to track the progress of the kits through the testing process. Medway does receive kits from anonymous victims. Under the new system, these kits will not be submitted to the crime lab for testing until a victim makes a formal report activating a criminal investigation. These kits will be stored indefinitely in MPD evidence. As per state law, Medway has appointed a

SAECK Liaison who will be available to speak with anonymous victims who have had kits submitted to the Medway PD regarding their rights and the course a criminal investigation would take if an official report were filed.

Specialty Units

Medway has a School Resource Officer who is assigned full time to the Medway School District.

Medway maintains an 11 officer Bicycle Patrol Unit which patrols special events, the parks, plazas, walking trails, schools and other locations weather permitting.

Medway maintains a Motorcycle unit which can be seen escorting funeral processions and charity events, conducting traffic enforcement and control, and engaging in general patrol duties.

Medway's Crossing Guard Unit handles traffic outside all four schools.

Medway's Honor Guard leads the Memorial Day Parade each year and takes part in special events.

Medway has one officer assigned to the Metropolitan Law Enforcement Council's SWAT Team as a commander, one assigned to MetroLec's Detective Unit and one assigned to their Motorcycle Unit.

Medway has one officer assigned to the Randolph Police Academy as a staff instructor and one assigned as a PT Instructor.

A Medway officer serves as the Firearms Training Coordinator for the Commonwealth of Massachusetts.

A Medway officer teaches cybercrime investigation and digital evidence response to both detective and certified sexual assault classes.

Medway has one certified Use of Force Instructor, three certified Tactical Medical Instructors, one certified Radar/Lidar Instructor, 10 certified Field Training Officers, one certified Taser Instructor, three certified firearms instructors, one certified Less Lethal Instructor, three certified Active Shooter ASHER Instructors, two certified wellness officers and eleven certified Sexual Assault Investigators.

POST Commission and Police Reform

Massachusetts created the Peace Officer Standards and Training Commission (POST) as part of the police reform legislation passed during 2020 (Chapter 253 of the Acts of 2020). POST went active during September of 2021. Nine commissioners have been appointed. Enrique Zuniga has been appointed at the executive director. Areas the commission has addressed:

- Guidance on Developmentally appropriate de-escalation and disengagement tactics & procedures for minor children. <https://www.mass.gov/doc/de-escalation-and-alternatives-to-use-of-force-on-minor-children/download>
- Officer Certification
 - All active full-time police officers were granted grandfather certification status

- Special police officers must be trained to the level of full-time officers.
- The Massachusetts Municipal Training Committee (MPTC) created standards to meet this need
- Standards are based on training and experience
- The MPTC started a “Bridge” Academy designed to bridge the gap between full-time and special officer training. Special police officers will be trained to minimum acceptable standard over a three-year period. Medway currently has one special officer enrolled in the Bridge Academy.
- Many special police officers in the State don’t meet the experience standards and will not be certified.
- Retired full-time officers will be certified without having to attend the bridge academy.
- POST has released regulations regarding the certification of new hires which the department must meet. These regulations address areas such as candidate background investigations, interview process, and previous law enforcement history.
- <https://www.mass.gov/doc/proposed-plan-for-recertification-of-officers/download>
- <https://www.mass.gov/info-details/post-commission-certification-documents>
- Use of Force Regulations
 - 550 CMR 6.00 Use of Force By law Enforcement Regulations was developed due to the passage of MGL Chapter 6E § 1 which created statutory requirements for Use of Force by Massachusetts police. Prior to this, State and Federal case law dictated use of force standards.
 - 550 CMR 6.03 bans any use of chokeholds. Prior to this Medway officers were authorized to use chokeholds only when deadly force was warranted.
 - De-escalation tactics are mandated prior to the use of force unless they are not feasible based on the totality of the circumstances.
 - A law enforcement officer shall use only the amount of force necessary against an individual who is engaged in passive resistance to effect the lawful arrest or detention of said individual and shall use de-escalation tactics where feasible, including issuing a summons instead of executing an arrest where feasible.
 - Officer must always provide appropriate medical response to individuals who are exhibiting signs of or complaining of injury or illness after the use of force. This has been a policy standard of the Medway Police Department for decades.
 - All law enforcement officers shall be properly trained and certified in the use of any less-lethal weapons before being authorized to carry or use such force options. This has been a policy standard of the Medway Police Department for many years.
 - Except to temporarily gain, regain or maintain control of an individual and apply restraints, a law enforcement officer shall not intentionally sit, kneel, or stand on an individual's chest, neck, or spine, and shall not force an individual to lie on their stomach.
 - A law enforcement officer shall not obstruct the airway or limit the breathing of any individual, nor shall a law enforcement officer restrict oxygen or blood flow to an individual's head or neck. An individual placed on their stomach during restraint should be moved into a recovery position or seated position as soon as practicable.
 - See the full Use of Force regulations are this link: <https://www.mass.gov/doc/550-cmr-600-use-of-force-regulations-0/download>
- Complaint Resolution & Officer Discipline
 - All active officer disciplinary records were originally required to be provided to POST by September 30, 2021, this deadline was changed to December 1, 2021. Medway forwarded these records prior to the original deadline.

- POST must receive information related to all external and internal complaints and Internal Affairs Investigations related to Massachusetts police officers. This system has not been finalized. The latest draft proposal can be found here: <https://www.mass.gov/doc/phase-1-regs-complaints-inquiries-suspensions-hearings/download>
- <https://www.mass.gov/info-details/post-commission-disciplinary-records-complaints>

Reporting Suspicious Persons and Activities

We must all work together to improve the quality of life in our community. One way we can accomplish this goal is to encourage our neighbors to watch out for each other to reduce criminal opportunities. The Medway Police request that you stay observant and aware of persons and events within our community. We must learn to recognize happenings of a suspicious nature and overcome any reluctance we have in reporting these incidents to the Medway Police.

All too often, we develop an attitude that "what does not affect me directly is of no concern of mine." Such apathy only serves the criminal. This does not mean that one must become a part of a vigilante group. It does mean that we must do our part in reporting suspicious activity that may pose a problem or threat within our community. By reporting suspicious conduct, a resident may have prevented a traumatic event, or aided the police in the arrest of an offender. Residents should report suspicious activity, and avoid the tendency to ignore or disregard their instinctive feelings. Do not worry about "bothering" police. Do not worry about being embarrassed if your suspicions prove unfounded.

What is suspicious activity?

Events that seem out of the ordinary or that you feel should not be occurring. Some people fail to call the police simply because they are not aware of what might be suspicious or they don't want to be a bother. Knowing your neighbors and their habits will make it easier for you to recognize and report suspicious activity. You know better than anybody else what is normal for your street.

Recognizing suspicious persons:

Obviously, not every stranger who comes into your neighborhood is a criminal. Legitimate door-to-door sales and repair people appear in residential areas frequently, however criminals disguise themselves as these workers to commit crimes. Stay alert to the activities of all nonresidents. You can protect yourself by checking the identification of solicitors, utility workers, and repair men prior to allowing them to enter your home.

Sometimes something that starts out looking suspicious has a very normal explanation. Usually though, if you trust your instincts and watch for a moment, you will be able to tell. Time and accuracy of information are critical in reporting crime or suspicious activity. Dial 911 to report life-threatening incidents or crimes in progress, and use the non-emergency number, 508-533-3212, for crimes that have already occurred.

Your call could save a life, prevent an injury, or stop a crime. The information you provide will be kept confidential. You do not need to give your name, although it is helpful. If you do not want the responding officer to contact you just advise the dispatcher.

Do not attempt to apprehend a person committing a crime or to investigate a suspicious activity!!

Recognizing Suspicious Persons:

- People going door-to-door in a residential area and one or more of the subjects going into the back or side yard. A person going door-to-door could be looking for homes to break into.
- Someone waiting in front of a house when the homeowners are absent.
- Someone forcing entrance to or tampering with a home or vehicle.
- A person running carrying items of value. (TV or stereo)
- A person concealing something under their clothing.
- Persons offering items for sale at a very low price.
- Persons coming to your door with unusual requests, especially if yours is the only home approached.
- A person exhibiting unusual mental or physical symptoms (person may be injured, under the influence of drugs, or otherwise needing medical attention).
- Heavy traffic to and from a residence, particularly if it occurs daily (drug dealing, vice, or fencing stolen property).
- Someone looking into windows of parked cars.
- A stranger sitting in a car or stopping to talk to a child.
- A person or persons loitering on your street or around playgrounds.
- Persons being forced into vehicles.
- Persons wearing or carrying bloody clothing.
- Persons making a quick change of vehicles.
- Someone running, especially at night, could be fleeing a crime scene.
- A person with a weapon.

Recognizing Suspicious Vehicle Activity:

Vehicles in the following situations may be, but not limited to, involved in crimes and should be reported to the police.

- Vehicles moving slowly and without lights or following an aimless or repetitive course.
- Vehicle being loaded in front of a residence.
- Apparent business transactions conducted from a vehicle.
- Abandoned vehicles parked on the street.
- Person detaching mechanical parts or accessories from a vehicle especially at night.
- Objects thrown from a vehicle, especially while traveling at a high rate of speed.
- Vehicles parked or occupied, containing one or more persons, especially at an unusual hour.
- Unknown vehicle parked in a neighbor's driveway.
- Loitering around parked cars

Recognizing Suspicious Sounds:

All of us recognize the sound of an explosion as one that is "out of the ordinary" for our neighborhood. What about some other more subtle sounds? Suspicious sounds may only last a few seconds. They may be so fleeting that you begin to doubt if you actually heard them or not. Here are a few examples of sounds that should be more closely monitored and reported.

- Gunshots
- Alarms
- Breaking Glass
- Loud music
- Pounding
- Unusual dog barking
- Screams for help, continuous screaming, or screaming and cursing
- Loud or unusual noises
- Sound of your doorbell, and then nobody being at the door
- Voices in your yard or in the neighborhood, late at night

Other Things to Think about:

- Continuous repair operations at a home – stolen property being altered.
- Open or broken windows and doors.
- A beam from a flashlight in a neighbor's home.
- Unusual odors.
- Items that accumulate in garages, storage areas, or on property especially if the items are in good condition but not in use.
- Finding drugs or drug paraphernalia in the area (syringes, pipes).
- Homes where extreme security measures seem to be taken.
- Graffiti
- Vacant homes

So Please, if you see or hear something that appears suspicious or out of the ordinary to you, don't hesitate call the police department right away and report it