



BELMONT POLICE DEPARTMENT



Our Actions in this Time of Progress and Change

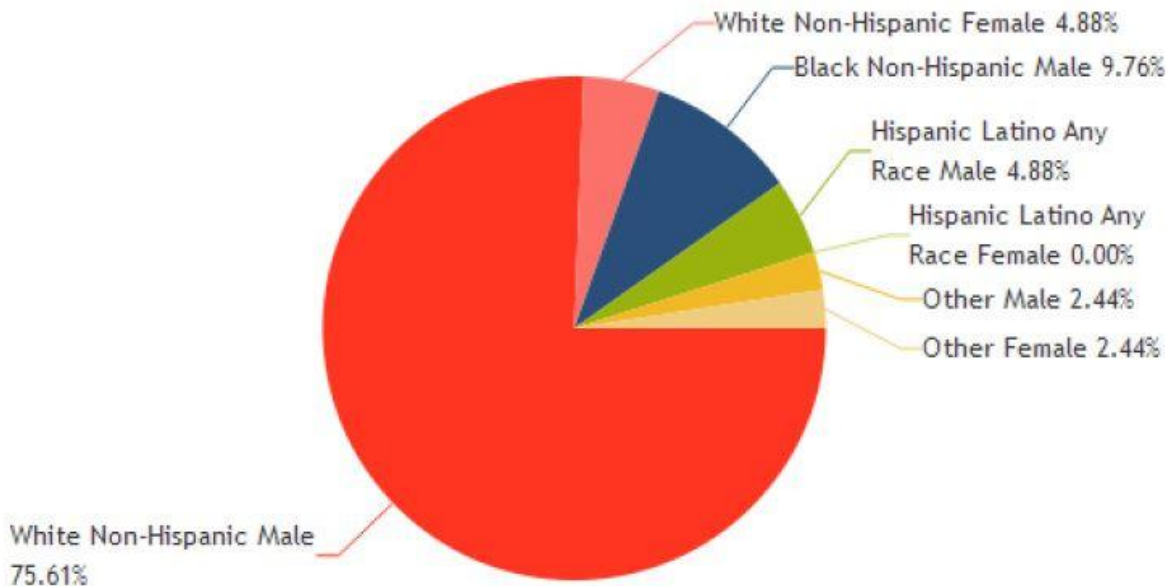
Developed by the Belmont Police
Department Problem Analysis Research
Center and Administration

July 2020

SOME QUICK FACTS ABOUT THE BELMONT POLICE DEPARTMENT

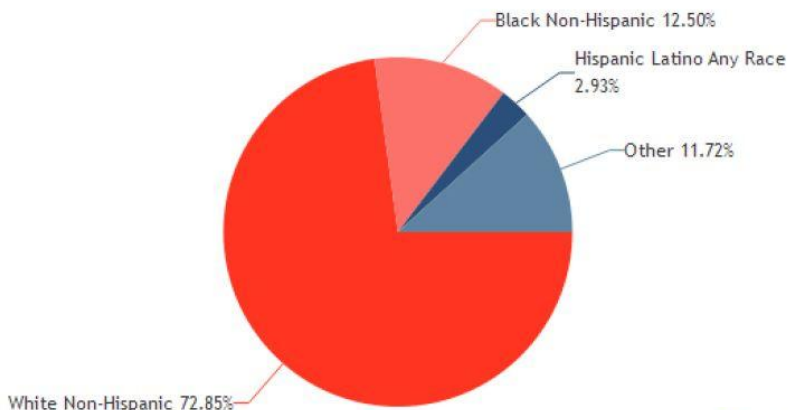
- We have been engaged in the CALEA accreditation process since 2019 and are held accountable to national policing standards and audited every year
- We collect comprehensive data on all use of force instances, complaints, and traffic stops
- We investigate all complaints and use of force situations regardless of the nature of the incident
- We had only two use of force instances in 2019 with over 37,000 calls for service
- Our agency demographics are reflective of the community we serve

Total Sworn Personnel

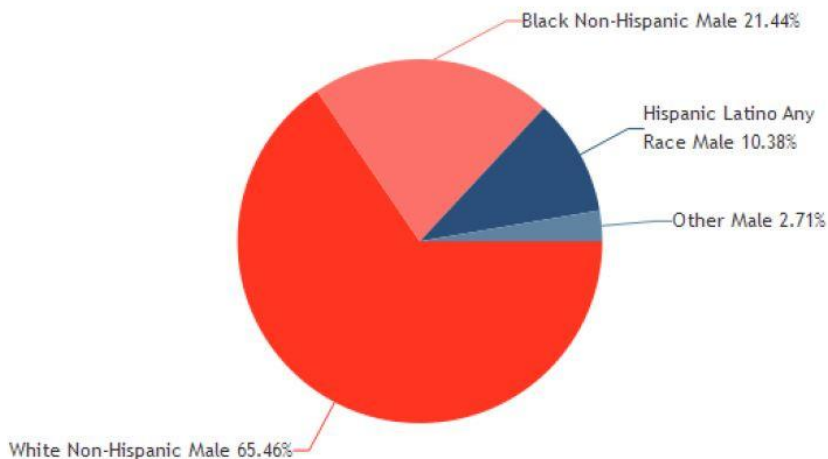


SOME QUICK FACTS ABOUT THE BELMONT POLICE DEPARTMENT

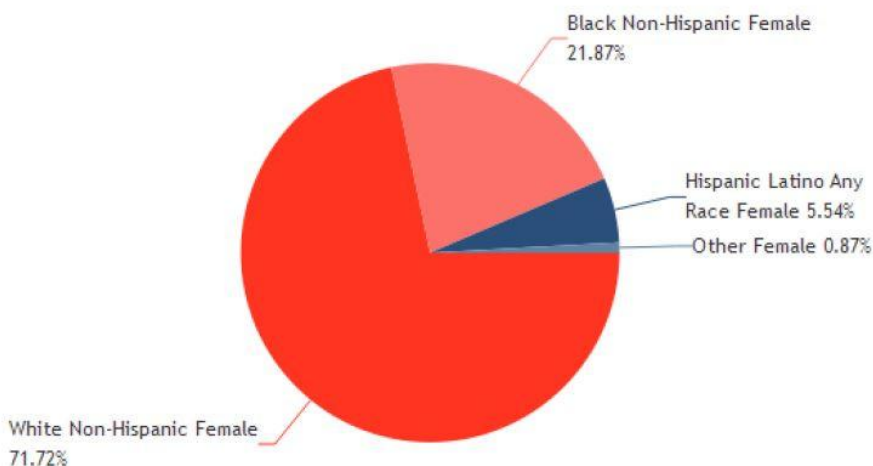
Service Population



Male Citations



Female Citations



ABOUT THIS DOCUMENT

In light of recent events, the Belmont Police Department wishes to share information about how we are striving to meet the high standards set by our community and national organizations.

In the following pages, we provide specific examples of how Belmont is accomplishing the challenges set forth by the 21st Century Policing Task Force and #8CantWait. We start with defining what these organizations are.

The 21st Century Policing Task Force was created following the killings of unarmed Black men by police officers. President Barack Obama appointed task force members from organizations such as; the International Chiefs of Police Association, the Equal Justice Initiative, the Criminal Justice Training Commission, and the Office of Community Oriented Policing. The task force set about creating a best practice guide for police agencies nationwide. The best practices were divided into six sections and referred to as pillars. The Belmont Police Department has been using these pillars to guide policy, training, and equipment since coming under the leadership of Chief Chad Hawkins in early 2017.

#8CantWait is a website and campaign which challenges police agencies to make comprehensive changes to policy and use of force oversight. We believe the Belmont Police Department met these challenges long before they became a national concern.

If there is a concern not answered in this document, we welcome public inspection of all our policies. Please call or email a request to our department. Likewise, we encourage media outlets and organizations to help draft and revise policies and procedures. Please reach out to us if you have suggestions.

#8CANTWAIT AND BELMONT ACTIONS

THE BELMONT POLICE DEPARTMENT MEETS OR EXCEEDS ALL FEDERAL AND STATE LAWS, REGULATIONS, AND BEST PRACTICES

BAN CHOKEHOLDS & STRANGLEHOLDS



Our use of force policy considers chokeholds deadly force and they are only allowed when deadly force is authorized.

REQUIRE DE-ESCALATION



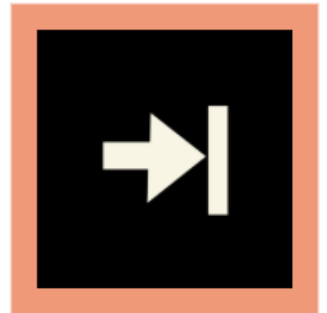
We train all officers in de-escalation and require the use of de-escalation techniques in all interactions when possible.

REQUIRE WARNING BEFORE SHOOTING



Our use of force policies mandate officers only use reasonable force and only shoot when absolutely necessary. Warnings and de-escalation are always used when feasible.

REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING



Our use of force policy allows deadly force only when it is a reasonable response. Our continuum policy mandates officers use all alternatives possible before shooting.

DUTY TO INTERVENE



Our code of conduct policy requires officers act ethically and intervene to stop illegal activity regardless if the action is of a fellow officer or not.

BAN SHOOTING AT MOVING VEHICLES



Our use of force policies ban shooting at moving vehicles unless deadly force is authorized.

REQUIRE USE OF FORCE CONTINUUM



We have an entire policy dedicated to the use of force continuum and revisit it regularly.

REQUIRE COMPREHENSIVE REPORTING



Our policy requires comprehensive reporting on all use of force incidents and any other interactions that may result in a citation or criminal charge.

21st Century Policing and the Belmont Police Department

PILLAR ONE

BUILDING TRUST AND LEGITIMACY

TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends that police act as guardians and not warriors in the community. Police department activities and policies should be guided by procedural justice and transparency that further community trust and department legitimacy. Agencies should also create a diverse workforce so it may better understand the community it serves.

BELMONT POLICE ACTIONS

- Adopted new training in customer service and verbal judo
- Recruited and hired a diverse set of officers consistent with service population
- Developed Social Media Team to better communicate and inform the public
- Invested in internal affairs technology to ensure all complaints and concerns are investigated properly and fully documented
- Created annual report for public inspection of all actions

PILLAR TWO

POLICY AND OVERSIGHT

TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends that police departments adopt policies focused on accountability and best practices of officers. Use of force and training should be a focus of oversight from the public and all instances of use of force should be investigated. Policy should be available for inspection by the public.



BELMONT POLICE ACTIONS

- Enrolled in the Commission on Accreditation for Law Enforcement Agencies (CALEA) process
- Engaged in successful NCLM best practices audit and received award for outstanding policies and professionalism
- Implemented new monthly reports for body worn cameras and portable breath tests
- Invested in new internal affairs software to track all use of force instances
- Created new way to submit complaints and compliments online

PILLAR THREE

TECHNOLOGY AND SOCIAL MEDIA

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TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends local police departments seek ways to create a more effective and efficient department. This is done through adopting reliable and relevant technological solutions that do not infringe on individual rights. Such technology can be software, hardware, less-lethal weapon systems, and social media platforms.

BELMONT POLICE ACTIONS

- Invested in IA Pro and Blue Team internal affairs software where we may identify early problematic behavior through data
- Electronically stored all forms and policy on a web-based platform
- Received federal grant funding for new mobile terminals and specialized equipment
- Developed Social Media Team and specialized media training
- Equipped all officers with body worn cameras and less lethal weapons
- Invested in new training tracking software

PILLAR FOUR

COMMUNITY POLICING AND CRIME REDUCTION

TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends police departments focus on a community policing model. This includes building relationships with communities high in crime or under-served. Departments should adopt policies that reinforce community policing and anti-bias.

BELMONT POLICE ACTIONS

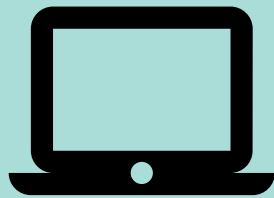
- Designated downtown officer to engage with business owners and those who visit downtown
- Created specialized community unit with officers dedicated to building relationships with the community, especially minority and under-served populations
- Host HOA and community watch meetings to better understand neighborhood concerns
- Implemented community policing and anti-bias policies for all officers
- Signed onto the Gaston Clergy and Citizen Coalition and Gaston County Law Enforcement(GC3) pledge



PILLAR FIVE
TRAINING AND EDUCATION

TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends police departments continue to evolve training standards to meet the needs of today. There should be a special focus on crisis intervention, racial intelligence, and leadership for all officers.



BELMONT POLICE ACTIONS

The Belmont Police Department requires all officers receive training in:

- Racial Intelligence
- Verbal De-escalation
- Dangerous Crossroads of the first and fourth amendments
- Crisis Intervention
- Disability Awareness
- Customer Service, Emotional Intelligence, and Leadership
- Sexual Harassment
- Diversity Awareness
- Ethics
- Implicit Bias and Procedural Justice
- Annual Use of Force Policy Refresher

PILLAR SIX
OFFICER WELLNESS AND SAFETY

TASK FORCE RECOMMENDATIONS

The 21st century policing task force recommends police departments promote officer safety and wellness while on the job and otherwise. This can include policies requiring seat belt usage, wellness programs, and data collection of community hazards.



BELMONT POLICE ACTIONS

- Participates in city-wide wellness and employee assistance program
- Allows paid time for exercise
- Adopted early intervention program deigned to alert supervisors of worrying behavior
- Issues ballistic vests to all officers
- Issues personal protective equipment and first aid kits to all officers
- Annual training on Below 100 with the goal of reducing officer fatalities through seat belt use, speed reduction, backing into parking spaces, and ballistic vest usage.

References

"Belmont Police Department Demographic, Citation, and Population Data Calendar Year 2019"
Collected June 2020.

"The President's Task Force on 21st Century Policing." Noblenational.org, Community Oriented
Policing Services, 2015, noblenational.org/wp-content/uploads/2017/02/President-Barack-Obama-

8 Can't Wait, Campaign Zero, 2020, 8cantwait.org/.