



WESTERVILLE DIVISION OF POLICE TRAINING & SAFETY PROTOCOLS

WE BELIEVE EDUCATION AND TRAINING IS A LIFE-LONG PURSUIT, EXPECTATION AND OPPORTUNITY.

Westerville Division of Police (WPD) officers are required to meet certain training objectives over the course of his/her career. At WPD, officers regularly take advantage of a variety of training opportunities focused on professional development, cultural and social sensitivity, and building practical skills to interact with and communicate with people of varying backgrounds, cultures and ethnicities.

PROFESSIONAL TRAINING AND CERTIFICATIONS

Nearly all WPD officers (93%) are trained and later certified in Crisis Intervention Training (CIT). CIT is specialized police curriculum on advanced deescalation skills that help reduce the risk of serious injury.

In addition to 40 hours of in-service training per year including scenario-based training, firearms and use-of-force training, WPD officers take educational courses and classes on:

- HUMAN DIVERSITY
- ANGER MANAGEMENT
- CONFRONTATIONAL CONTROL
- COMMUNITY RELATIONS AND ENGAGEMENT
- EFFECTIVE VERBAL COMMUNICATION
- ETHICS & PROFESSIONALISM
- ETHICS IN THE PUBLIC SAFETY SECTOR
- HUMAN RELATIONS/CONFLICT MANAGEMENT
- MANAGING EMOTIONS UNDER PRESSURE
- CRITICAL INCIDENT STRESS MANAGEMENT
- DIVERSITY & HARASSMENT TRAINING
- OHIO ETHICS TRAINING (EVERY TWO YEARS)
- MULTICULTURAL CUSTOMER SERVICE TRAINING

CALEA-LAW ENFORCEMENT ACCREDITATION

In the first quarter of 2020, WPD entered into contract with CALEA (Commission on Accreditation for Law Enforcement Agencies). Accreditation embodies the precepts of community-oriented policing. It creates a forum in which law enforcement agencies and citizens work together to prevent and control challenges, and provides clear direction about community expectations. Accreditation ensures an agency embraces the concepts of integrity, transparency and accountability. Chief Chandler has set a goal to pass this national assessment by Fall 2021.

OHIO COMMUNITY COLLABORATIVE

WPD was recertified in 2019 by the Ohio Community Collaborative, a panel of law enforcement experts and

community leaders who establish state-wide standards. These standards are built upon accountability to instill a greater confidence with the public. The Collaborative works closely with its partners, including the community and law enforcement agencies, to implement standards.

WE EMBRACE THE USE OF TECHNOLOGY AS ESSENTIAL IN MODERN-DAY POLICING

BODY CAMERAS

WPD enacted all-officer body camera use in 2019. Policy requires all uniformed officers to be outfitted with a body-worn camera, which captures interactions in high-definition video. The camera is activated during all enforcement and investigative acts that would normally require the officer to notify dispatch/communications. This tool is designed to enhance overall accountability and transparency in the daily interactions officers have with the public.

BIASED-BASED REPORTING

Also in 2019, WPD began tracking all officer-initiated traffic stops. This process requires documentation of the individual's race and gender, and these statistics are periodically checked to ensure WPD is statistically consistent with the demographics. For example, in 2019 officers stopped 62.14% people who are white in comparison to 29.6% people who are black, which substantially mirrors Franklin County population statistics (69.2% white; 21.2% black). Under Chief Chandler's leadership, demographics of traffic stops are tracked and monitored for disparities.

WE BELIEVE ACCOUNTABILITY HEIGHTENS OUR PROFESSIONAL STANDARDS.

GUARDIAN TRACKING

Early this year, WPD purchased Guardian Tracking, an innovative personnel tracking program. When implemented, the program will allow WPD to track employee performance in order to reward good performance as well as identify employees who show a pattern of concerning conduct or performance. Essentially, the system acts as an officer 'early warning system' to handle potential issues early and efficiently.

INTERNAL AFFAIRS

Along with the implementation of Guardian Tracking, WPD has updated and implemented a rigorous Internal Affairs process to investigate complaints made by the public. This process includes professional review of public complaints, working closely with the public to gain an understanding of law enforcement procedures, while WPD gains insight on how citizens perceive encounters.



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Depending on the nature of the complaint, cases are investigated by Internal Affairs or they are sent to the employee's direct supervisor for prompt investigation. At the conclusion of the investigation, complainants receive notification of the findings. Actions depends on all of the circumstances surrounding the reported incident.

OTHER POLICIES

Use of Force Committee

WPD requires all uses of force to be documented and reviewed. This includes situations where a display of force is used to gain compliance, such as displaying a firearm or taser. (NOTE: WPD prohibits the use of neck restraint.)

The Use of Force committee, staffed by sworn officers, is empowered to review all incidents involving use of force. The committee does not have the authority to recommend discipline, but does provide a majority recommendation to the Chief as to whether or not an officer's actions were within policy. The committee may also recommend the development or revision of training and policy.

The Chief of Police reviews the findings, making a final determination as to whether the employee's actions were within policy and procedure. If the findings warrant disciplinary action, the Chief may take such action.

WPD policy requires an outside agency to investigate any use of deadly force.

WE HAVE MODERNIZED OUR ORGANIZATION FOR A MODERN WORLD REORGANIZATION

REORGANIZATION

WPD recently reorganized under the administration of Chief Chandler (late 2019). The structure was designed to maximize front and mid-line supervision, and provide more direct oversight for professional standards and training. In addition, a new Crime Analyst position was created to assist in tracking crime trends, family violence and demographic audits.

WE ARE NOT STOPPING HERE

Ongoing professional development has always been part of the WPD policing philosophy, and plans in place to build upon that foundation.

ONGOING USE OF TECHNOLOGY

With the construction of the new Police/Court facility on Huber Village Blvd. later this year, WPD will be utilizing a use-of-force 300-degree field of view simulator. This specialized, immersive

officer training creates realistic and interactive simulations. By more accurately replicating objects, subtle visual details, body language and non-verbal threat cues, these simulators allow for enhanced training and repetition of real-world encounters.

HIRING and RECRUITMENT

WPD has made a significant effort to recruit officers who best represent the community it serves. The agency has increased diversity through hiring initiatives and expanded minority recruitment through a national testing program. The City of Westerville has also regularly invited minorities in leadership positions in the community to participate on hiring boards and committees. The police hiring process is lengthy and thorough. Candidates must successfully complete a CVSA (voice stress test), physical fitness test, psychological examination and background investigation.

WE HAVE A TRADITION OF TRUST, RESPECT AND COOPERATION

In the history of WPD, there has been one use-of-force related death captured on cruiser video. This event was investigated by an outside agency and reviewed by a Grand Jury, who ruled in favor of the officer's actions.

In February 2018, two WPD officers were killed in the line of duty. Theirs were the first line of duty deaths in Westerville's history.

CITIZENS' POLICE ACADEMY

Community policing is a long-standing tradition in Westerville. Since 1999, more than 40 classes of residents have graduated from the WPD Citizen's Police Academy, many going on to serve in its nationally recognized alumni association.

PROGRAMS FOR YOUTH

Hundreds of young adults interested in law enforcement as a profession have participated in WPD's Youth Police Academy. Most move on to serve in the Westerville Explorers Post, a pre-professional program for ages 14-21. Several cadets from this Post have been hired as Westerville police officers, and are currently working as WPD officers.

COMMUNITY SERVICES

A number of special events and programs are conducted throughout the year to serve the Westerville residents and visitors. Central Ohio Cops & Kids Day, National Night Out and Women's Self Defense training are annual programs WPD hosts to reach special populations. See full details at www.westerville.org/police.