



An Interactive Guide to the Civil Rights Division's Police Reforms

This guide is current as of January 18, 2017. For an up to date list, visit the Civil Rights Division website at justice.gov/crt

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[Send us feedback.](#)

I want to learn how the Civil Rights Division has handled a specific kind of policing reform:

Reforming Specific Policing Practices

Officer Support, Wellness, & Equipment

Improving Institutional Accountability & Oversight

Improving Officer Accountability & Oversight

I want to learn how the Civil Rights Division has handled police reform in a specific state:

List by State: A to M

List by State: N to W

I want to see examples of the Civil Rights Division's police reforms over time:

Since 2009

Before 2009

Specific Policing Practices

When the Civil Rights Division finds a pattern or practice of unlawful policing, it responds by defining, prohibiting, and reforming the unlawful practice.

Unlawful Use of Force

Unlawful Stops, Searches, & Arrests

Bias in Policing

Mental Health & Crisis Intervention

Public Protests & Demonstrations

Interfering with Citizen's Right to Record, Observe, or Comment

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Continuous Improvement of Policies

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Learn about how the Civil Rights Division has handled the following issues involving improper use of force by police.



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Bias in Policing

Learn about how the Civil Rights Division has handled the following issues involving bias in policing.

General Policies for Bias-Free Policing

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Stops, Searches, & Arrests

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Handling Public Protests and Demonstrations

These are examples where the Civil Rights Division has required specific policies and procedures for policing mass public gatherings, protests, and demonstrations.

These examples may include:

- requirements not to unlawfully interfere with the exercise of First Amendment rights,
- guidelines for use of force, and
- limits on crowd control techniques.



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Baltimore, MD	2017	245-46	Summary
Ferguson, MO	2016	118-27	Summary
Albuquerque, NM	2015	39-40	Summary
Puerto Rico	2013	32-35	Summary

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Puerto Rico	2013	32-35	Summary

Mental Health & Crisis Intervention

Learn about how the Civil Rights Division has worked with departments to work more effectively with individuals who are in mental health crisis.

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**Collaboration
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Continuous Improvement of Policies & Procedures

These are examples where the Civil Rights Division has required police departments to re-examine comprehensively their policies and procedures. The goal is to ensure that departments are aligned with the law and/or best practices in policing.

These examples may include requirements to:

- Submit policies to the Division and/or an independent monitor for review/approval,
- Review on a regular, periodic, or on going basis,
- Distribute to, make these policies accessible for, and allow comments from, officers of all ranks.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	255-56, 328, 417, 427, 441	<u>Summary</u>
<u>Newark, NJ</u>	2016	5-8	<u>Summary</u>
<u>Ferguson, MO</u>	2016	41-47	<u>Summary</u>
<u>Cleveland, OH</u>	2015	341-49	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	138-48	<u>Summary</u>
<u>Puerto Rico</u>	2013	109-16	<u>Summary</u>
<u>New Orleans, LA</u>	2013	15-23	<u>Summary</u>
<u>East Haven, CT</u>	2012	10-23	<u>Summary</u>
<u>Detroit, MI</u>	2003	70-71	<u>Summary</u>



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Comprehensive Training Reform

These are examples where the Civil Rights Division has required police departments to implement comprehensive training programs.

These examples may include requirements for:

- both academy & in service training,
- additional training as required to address changes in law or issues found in internal audit(s) or review(s),
- curricula and/or instructors,
- submitting training plans or curricula to DOJ and/or an independent monitor for review and approval,
- maintaining records of training provided to all officers.



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<u>Newark, NJ</u>	2016	9-12	<u>Summary</u>
<u>Ferguson, MO</u>	2016	48-63, 303-22	<u>Summary</u>
<u>Cleveland, OH</u>	2015	269-90	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	149-61	<u>Summary</u>
<u>Portland, OR</u>	2014	78-87	<u>Summary</u>
<u>Puerto Rico</u>	2013	117-34	<u>Summary</u>
<u>New Orleans, LA</u>	2013	24-26, 245-88	<u>Summary</u>
<u>East Haven, CT</u>	2012	24-31	<u>Summary</u>
<u>Warren, OH</u>	2012	VI	<u>Summary</u>
<u>Detroit, MI</u>	2003	106-09, 123	<u>Summary</u>
<u>Washington, DC</u>	2001	119-148	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	114-23	<u>Summary</u>
<u>New Jersey State Police</u>	1999	93-109	<u>Summary</u>
<u>Steubenville, OH</u>	1997	12-20	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	33-43	<u>Summary</u>

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<u>Cleveland, OH</u>	2015	269-90	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	149-61	<u>Summary</u>
<u>Portland, OR</u>	2014	78-87	<u>Summary</u>
<u>Puerto Rico</u>	2013	117-34	<u>Summary</u>
<u>New Orleans, LA</u>	2013	24-26, 245-88	<u>Summary</u>
<u>East Haven, CT</u>	2012	24-31	<u>Summary</u>
<u>Warren, OH</u>	2012	VI	<u>Summary</u>
<u>Detroit, MI</u>	2003	106-09, 123	<u>Summary</u>
<u>Washington, DC</u>	2001	119-148	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	114-23	<u>Summary</u>
<u>New Jersey State Police</u>	1999	93-109	<u>Summary</u>
<u>Steubenville, OH</u>	1997	12-20	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	33-43	<u>Summary</u>

Citizens Recording Videos, Observing, and Commenting on Police Activities

These are examples where the Civil Rights Division has addressed the First Amendment right of the public to witness, observe, record, comment on, or object to police activity.

These examples may include requirements to:

- respect that right in interactions between police and the public;
- not retaliate against or intimidate those exercising that right;
- prohibit officers from destroying, seizing, or ordering a person to surrender to delete those recordings; and
- provide relevant training.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	247-50	<u>Summary</u>
<u>Yonkers, NY</u>	2016	62-65	<u>Summary</u>
<u>Newark, NJ</u>	2016	43(b), 55-62	<u>Summary</u>
<u>Ferguson, MO</u>	2016	110-27, 137(e)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	106	<u>Summary</u>
<u>New Orleans, LA</u>	2013	155-62	<u>Summary</u>
<u>East Haven, CT</u>	2012	71-77	<u>Summary</u>



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<u>Newark, NJ</u>	2016	43(b), 55-62	<u>Summary</u>
<u>Ferguson, MO</u>	2016	110-27, 137(e)	<u>Summary</u>
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<u>Yonkers, NY</u>	2016	62-65	<u>Summary</u>
<u>Newark, NJ</u>	2016	43(b), 55-62	<u>Summary</u>
<u>Ferguson, MO</u>	2016	110-27, 137(e)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	106	<u>Summary</u>
<u>New Orleans, LA</u>	2013	155-62	<u>Summary</u>
<u>East Haven, CT</u>	2012	71-77	<u>Summary</u>



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Specialized Teams & Officers to Handle Mental Health & Crisis Intervention

These are examples where the Civil Rights Division has worked with police departments to create or maintain teams and officers specifically dedicated to handling mental health crisis or a crisis related to the influence of alcohol or drugs.

These teams and units work to reduce the need for unnecessary involvement with the criminal justice system.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
	2017	101-03, 106-11	Summary
Ferguson, MO	2016	196-205	Summary
Cleveland, OH	2015	137-42, 145-59	Summary
Albuquerque, NM	2015	123-31	Summary
Portland, OR	2014	99-115	Summary
Puerto Rico	2013	56-57	Summary
New Orleans, LA	2013	113-21	Summary
Seattle, WA	2012	130-33, 136-37	Summary
			Summary



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Crisis Intervention Training

These are examples where the Civil Rights Division has worked with police departments to require training for all officers regarding crisis intervention and behavioral management.

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<u>Baltimore, MD</u>	2017	112-14	<u>Summary</u>
<u>Cleveland, OH</u>	2015	143-44	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	118	<u>Summary</u>
<u>Portland, OR</u>	2014	97-98	<u>Summary</u>
<u>Puerto Rico</u>	2013	53(g), 56	<u>Summary</u>
<u>New Orleans, LA</u>	2013	109(i), 118-19	<u>Summary</u>
<u>East Haven, CT</u>	2012	125(i)	<u>Summary</u>
<u>Seattle, WA</u>	2012	134-35	<u>Summary</u>
<u>Detroit, MI</u>	2003	112(g)	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	81(k)	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	111-13	<u>Summary</u>



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Collaboration with Community Mental Health Services

These are examples where the Civil Rights Division has worked with police departments to create partnerships with community mental health services providers, as well as other stakeholders.

These partnerships are designed to reduce involvement of persons with mental illness in the criminal justice system.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	16(a), 104-05, 107, 218-19	<u>Summary</u>
<u>Cleveland, OH</u>	2015	131-36	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	110-17, 132-37	<u>Summary</u>
<u>Portland, OR</u>	2014	88-96	<u>Summary</u>
<u>New Orleans, LA</u>	2013	111-12	<u>Summary</u>



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Community Engagement & Outreach

Learn about how the Civil Rights Division has fostered collaboration between police departments and the communities they serve.

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Police Reforms by Year - 2009 to 2017

These are examples of police reforms, sorted by the year when the reforms began.

City	State	Reform Agreement	Type	Year Entered	Summary
BALTIMORE	MD	BALTIMORE CITY POLICE DEPARTMENT	Consent Decree	2017	Summary
YONKERS	NY	YONKERS POLICE DEPARTMENT	MOA	2016	Summary
ALAMANCE COUNTY	NC	ALAMANCE COUNTY SHERIFF'S OFFICE	MOA	2016	Summary
NEWARK	NJ	NEWARK POLICE DEPARTMENT	Consent Decree	2016	Summary
FERGUSON	MO	FERGUSON POLICE DEPARTMENT	Consent Decree	2016	Summary
MIAMI	FL	CITY OF MIAMI POLICE DEPARTMENT	MOA	2016	Summary
MERIDIAN	MS	U.S. V. CITY OF MERIDIAN; COUNTY OF LAUDERDALE	Settlement Agreement	2015	Summary
PHOENIX	AZ	MARICOPA COUNTY SHERIFF'S DEPARTMENT	Consent Decree / MOA	2015	Summary
CLEVELAND	OH	CLEVELAND DIVISION OF POLICE	Consent Decree	2015	Summary
ALBUQUERQUE	NM	ALBUQUERQUE POLICE DEPARTMENT	Consent Decree	2015	Summary
LOS ANGELES	CA	LA COUNTY SHERIFF'S DEPARTMENT - ANTELOPE VALLEY	Consent Decree	2015	Summary
PORTLAND	OR	PORTLAND POLICE BUREAU	Consent Decree	2014	Summary
MISSOULA	MT	MISSOULA COUNTY ATTORNEY'S OFFICE	MOA / Letter Agreement	2014	Summary
YAPHANK	NY	SUFFOLK COUNTY POLICE DEPARTMENT	MOA	2014	Summary
SAN JUAN	PR	PUERTO RICO POLICE DEPARTMENT	Consent Decree	2013	Summary
MISSOULA	MT	MISSOULA POLICE DEPARTMENT	MOA	2013	Summary
MISSOULA	MT	UNIVERSITY OF MONTANA OFFICE OF PUBLIC SAFETY	MOA	2013	Summary
NEW ORLEANS	LA	NEW ORLEANS POLICE DEPARTMENT	Consent Decree	2013	Summary
EAST HAVEN	CT	EAST HAVEN POLICE DEPARTMENT	Consent Decree	2012	Summary
SEATTLE	WA	SEATTLE POLICE DEPARTMENT	Consent Decree / MOA	2012	Summary
WARREN	OH	WARREN POLICE DEPARTMENT	Consent Decree	2012	Summary
BEACON	NY	BEACON POLICE DEPARTMENT	MOA	2010	Summary
ORLANDO	FL	ORANGE COUNTY SHERIFF'S OFFICE	MOA	2010	Summary
EASTON	PA	EASTON POLICE DEPARTMENT	MOA	2010	Summary
CHARLOTTE AMALIE	VI	U.S. V. THE VIRGIN ISLANDS POLICE DEPARTMENT	Consent Decree	2009	Summary



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Police Reforms by Year - Prior to 2009

These are examples of police reform agreements, sorted by the year when the reforms began.

City	State	Reform Agreement	Type	Year Entered	Case Summary
CLEVELAND	OH	CLEVELAND DIVISION OF POLICE	MOA / Letter Agreement	2004	Summary
UPPER MARLBORO	MD	U.S. V. PRINCE GEORGE'S COUNTY, MARYLAND	Consent Decree	2004	Summary
UPPER MARLBORO	MD	PRINCE GEORGE'S COUNTY POLICE DEPARTMENT	MOA	2004	Summary
VILLA RICA	GA	VILLA RICA POLICE DEPARTMENT	MOA	2003	Summary
DETROIT	MI	U.S. V. CITY OF DETROIT	Consent Decree(s)	2003	Summary
MOUNT PROSPECT	IL	MT. PROSPECT POLICE DEPARTMENT	MOA	2003	Summary
COLUMBUS	OH	U.S. V. CITY OF COLUMBUS, OHIO	MOA / Letter Agreement	2002	Summary
BUFFALO	NY	BUFFALO POLICE DEPARTMENT	MOA	2002	Summary
CINCINNATI	OH	CINCINNATI POLICE DEPARTMENT	MOA	2002	Summary
WASHINGTON	DC	DISTRICT OF COLUMBIA METROPOLITAN POLICE DEPARTMENT	MOA	2001	Summary
HIGHLAND PARK	IL	HIGHLAND PARK POLICE DEPARTMENT	MOA	2001	Summary
LOS ANGELES	CA	U.S. V. LOS ANGELES POLICE DEPARTMENT	Consent Decree	2001	Summary
MONTGOMERY COUNTY	MD	MONTGOMERY COUNTY POLICE DEPARTMENT (MCNAACP v. MCPD)	MOA	2000	Summary
NEWARK	NJ	U.S. V. STATE OF NEW JERSEY	Consent Decree	1999	Summary
STEUBENVILLE	OH	U.S. V. STEUBENVILLE POLICE DEPARTMENT	Consent Decree	1997	Summary
PITTSBURGH	PA	U.S. V. PITTSBURGH POLICE DEPARTMENT	Consent Decree	1997	Summary



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Police Reforms by State - A to M

These are examples of police reforms, sorted by the state where the reforms occurred.

City	State	Reform Agreement	Type	Year Entered	Summary
PHOENIX	AZ	MARICOPA COUNTY SHERIFF'S OFFICE	Consent Decree / MOA	2015	Summary
LOS ANGELES COUNTY	CA	LA COUNTY SHERIFF'S DEPARTMENT - ANTELOPE VALLEY	Consent Decree	2015	Summary
LOS ANGELES	CA	U.S. V. LOS ANGELES POLICE DEPARTMENT	Consent Decree	2001	Summary
EAST HAVEN	CT	EAST HAVEN POLICE DEPARTMENT	Consent Decree	2012	Summary
WASHINGTON	DC	DISTRICT OF COLUMBIA METROPOLITAN POLICE DEPARTMENT	MOA	2001	Summary
MIAMI	FL	CITY OF MIAMI POLICE DEPARTMENT	MOA	2016	Summary
ORLANDO	FL	ORANGE COUNTY SHERIFF'S OFFICE	MOA	2010	Summary
VILLA RICA	GA	VILLA RICA POLICE DEPARTMENT	MOA	2003	Summary
HIGHLAND PARK	IL	HIGHLAND PARK POLICE DEPARTMENT	MOA	2001	Summary
MOUNT PROSPECT	IL	MT. PROSPECT POLICE DEPARTMENT	MOA	2003	Summary
NEW ORLEANS	LA	NEW ORLEANS POLICE DEPARTMENT	Consent Decree	2013	Summary
BALTIMORE	MD	BALTIMORE CITY POLICE DEPARTMENT	Consent Decree	2017	Summary
MONTGOMERY COUNTY	MD	MONTGOMERY COUNTY POLICE DEPARTMENT (MCNAACP v. MCPD)	MOA	2000	Summary
UPPER MARLBORO	MD	U.S. V. PRINCE GEORGE'S COUNTY , MARYLAND	Consent Decree	2004	Summary
UPPER MARLBORO	MD	PRINCE GEORGE'S COUNTY POLICE DEPARTMENT	MOA	2004	Summary
FERGUSON	MO	FERGUSON POLICE DEPARTMENT	Consent Decree	2016	Summary
DETROIT	MI	U.S. V. CITY OF DETROIT	Consent Decree(s)	2003	Summary
MERIDIAN	MS	U.S. V. CITY OF MERIDIAN; COUNTY OF LAUDERDALE	Settlement Agreement	2015	Summary
MISSOULA	MT	MISSOULA COUNTY ATTORNEY'S OFFICE	MOA / Letter Agreement	2014	Summary
MISSOULA	MT	UNIVERSITY OF MONTANA OFFICE OF PUBLIC SAFETY	MOA	2013	Summary
MISSOULA	MT	MISSOULA POLICE DEPARTMENT	MOA	2013	Summary



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Police Reforms by State - N to W

These are examples of police reforms, sorted by the state where the reforms occurred.

City	State	Name	Type	Year Entered	Case Summary
NEWARK	NJ	NEWARK POLICE DEPARTMENT	Consent Decree	2016	Summary
NEWARK	NJ	U.S. V. STATE OF NEW JERSEY	Consent Decree	1999	Summary
ALBUQUERQUE	NM	ALBUQUERQUE POLICE DEPARTMENT	Consent Decree	2014	Summary
BEACON	NY	BEACON POLICE DEPARTMENT	MOA	2010	Summary
BUFFALO	NY	BUFFALO POLICE DEPARTMENT	MOA	2002	Summary
YAPHANK	NY	SUFFOLK COUNTY POLICE DEPARTMENT	MOA	2014	Summary
YONKERS	NY	YONKERS POLICE DEPARTMENT	MOA	2016	Summary
ALAMANCE COUNTY	NC	ALAMANCE COUNTY SHERIFF'S OFFICE	MOA	2016	Summary
CINCINNATI	OH	CINCINNATI POLICE DEPARTMENT	MOA	2002	Summary
CLEVELAND	OH	CLEVELAND DIVISION OF POLICE	Consent Decree	2015	Summary
CLEVELAND	OH	CLEVELAND DIVISION OF POLICE	MOA / Letter Agreement	2004	Summary
COLUMBUS	OH	U.S. V. CITY OF COLUMBUS, OHIO	MOA / Letter Agreement	2002	Summary
STEUBENVILLE	OH	U.S. V. STEUBENVILLE POLICE DEPARTMENT	Consent Decree	1997	Summary
WARREN	OH	WARREN POLICE DEPARTMENT	Consent Decree	2012	Summary
PORTLAND	OR	PORTLAND POLICE BUREAU	Consent Decree	2014	Summary
EASTON	PA	EASTON POLICE DEPARTMENT	MOA	2010	Summary
PITTSBURGH	PA	U.S. V. PITTSBURGH POLICE DEPARTMENT	Consent Decree	1997	Summary
SAN JUAN	PR	PUERTO RICO POLICE DEPARTMENT	Consent Decree	2013	Summary
CHARLOTTE AMALIE	VI	U.S. V. THE VIRGIN ISLANDS POLICE DEPARTMENT	Consent Decree	2009	Summary
SEATTLE	WA	SEATTLE POLICE DEPARTMENT	Consent Decree / MOA	2012	Summary



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General Policies & Training Related to Use of Force.

Policies, procedures, and/or training regarding officer use of force. These may address a broad range of techniques, technologies, and weapons available to officers. These also may include the circumstances under which varying levels of force may be used, and limitations or preconditions on the use of specific force.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	123-41	<u>Summary</u>
<u>Yonkers, NY</u>	2016	40-50, 103	<u>Summary</u>
<u>Newark, NJ</u>	2016	66-70	<u>Summary</u>
<u>Ferguson, MO</u>	2016	128, 136	<u>Summary</u>
<u>Cleveland, OH</u>	2015	45-86	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	13-17, 86-89	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	102-23	<u>Summary</u>
<u>Portland, OR</u>	2014	66-67	<u>Summary</u>
<u>Puerto Rico</u>	2013	22-55	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27-110	<u>Summary</u>
<u>East Haven, CT</u>	2012	79-126	<u>Summary</u>
<u>Seattle, WA</u>	2012	60-129	<u>Summary</u>
<u>Warren, OH</u>	2012	II-III	<u>Summary</u>
<u>Virgin Islands</u>	2009	31, 73-81	<u>Summary</u>
<u>Detroit, MI</u>	2003	14-41, 112-13	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	12-23, 77-81, 85-91	<u>Summary</u>
<u>Washington, DC</u>	2001	36-52	<u>Summary</u>
<u>Steubenville, OH</u>	1997	21	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	13	<u>Summary</u>

Reporting & Data Collection Regarding Use of Force.

Addresses use of force reporting systems and data collection.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	211-17	<u>Summary</u>
<u>Yonkers, NY</u>	2016	44-50	<u>Summary</u>
<u>Newark, NJ</u>	2016	75-79	<u>Summary</u>
<u>Ferguson, MO</u>	2016	171-79	<u>Summary</u>
<u>Cleveland, OH</u>	2015	47, 87-89	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	41-45	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	108-110	<u>Summary</u>
<u>Portland, OR</u>	2014	69	<u>Summary</u>
<u>Puerto Rico</u>	2013	36-39	<u>Summary</u>
<u>New Orleans, LA</u>	2013	76-82	<u>Summary</u>
<u>East Haven, CT</u>	2012	99-105	<u>Summary</u>
<u>Seattle, WA</u>	2012	91-126	<u>Summary</u>
<u>Warren, OH</u>	2012	III(1)	<u>Summary</u>
<u>Virgin Islands</u>	2009	32	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	24-25	<u>Summary</u>
<u>Washington, DC</u>	2001	53-55	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	65-66	<u>Summary</u>
<u>Steubenville, OH</u>	1997	22	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	14	<u>Summary</u>



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Investigating & Reviewing the Use of Force.

These are examples where the Civil Rights Division has required:

- regular supervisory review of use of force, and
- aggregating data on use of force.

These may include:

- creating a specific use of force panel,
- specific requirements for use of force investigations, and
- required documentation of use of force incidents.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
Baltimore, MD	2017	169-210	Summary
Yonkers, NY	2016	44-50	Summary
Newark, NJ	2016	75-102	Summary
Ferguson, MO	2016	138, 171-94	Summary
Cleveland, OH	2015	48, 93-130	Summary
Albuquerque, NM	2015	46-85	Summary
Los Angeles County, CA	2015	111-18, 120-23	Summary
Portland, OR	2014	70-77	Summary
Puerto Rico	2013	40-52	Summary
New Orleans, LA	2013	83-108	Summary
East Haven, CT	2012	106-124	Summary
Seattle, WA	2012	91-126	Summary
Warren, OH	2012	III(2)-(7)	Summary
Virgin Islands	2009	33-38	Summary
Detroit, MI	2003	27-41	Summary
Cincinnati, OH	2002	26-34	Summary
Washington, DC	2001	56-67	Summary
Los Angeles, CA	2001	55-64, 67-69, 142	Summary
Steubenville, OH	1997	23	Summary
Pittsburgh, PA	1997	18	Summary

De-escalation & Proportionality

These are examples where the Civil Rights Division has required policies or training so that officers make efforts to de escalate force and appropriately de escalate force as resistance decreases.

These examples may include a duty of officers to intervene in order to stop the unreasonable use of force by other officers.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	127, 129, 132	<u>Summary</u>
<u>Yonkers, NY</u>	2016	43	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(a)-(c)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	128(b)-(d), 136	<u>Summary</u>
<u>Cleveland, OH</u>	2015	45-46, 84	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	13-14, 87(d)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	102-04, 119	<u>Summary</u>
<u>Portland, OR</u>	2014	66-67, 84(a)(ii)	<u>Summary</u>
<u>Puerto Rico</u>	2013	22, 53(f)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(a)-(d), (h); 109(g)	<u>Summary</u>
<u>East Haven, CT</u>	2012	28(b), 79-80, 125(g)	<u>Summary</u>
<u>Seattle, WA</u>	2012	70(a)-(c), (g); 126(e)	<u>Summary</u>
<u>Warren, OH</u>	2012	II(1), VI(B)(2)(g)	<u>Summary</u>
<u>Virgin Islands</u>	2009	79(g)	<u>Summary</u>
<u>Detroit, MI</u>	2003	15-16	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	12, 81(h)	<u>Summary</u>
<u>Washington, DC</u>	2001	37-39	<u>Summary</u>
<u>Steubenville, OH</u>	1997	14(b)	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	35-36	<u>Summary</u>

Use of Retaliatory Force

These are examples where the Civil Rights Division has required specific limitations on the use of retaliatory force by officers.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	133	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(i)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	137(c)-(e)	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(g)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	105	<u>Summary</u>



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Use of Chokeholds and Neck Holds

These are examples where the Civil Rights Division has required specific limitations on the use of chokeholds and neck holds.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	137	<u>Summary</u>
<u>Yonkers, NY</u>	2016	43(h)	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(e)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	137(b)	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(k)	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	14(d)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(e)	<u>Summary</u>
<u>East Haven, CT</u>	2012	80(f)	<u>Summary</u>
<u>Warren, OH</u>	2012	11(1)(g)	<u>Summary</u>
<u>Virgin Islands</u>	2009	13(g)	<u>Summary</u>
<u>Detroit, MI</u>	2003	17	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	12(f)	<u>Summary</u>



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Use of Firearms

These are examples where the Civil Rights Division has required specific limitations on the use of firearms.

These may include:

- limits on pointing firearms,
- prohibitions on possessing unauthorized firearms,
- limits on firing at moving vehicles, and
- requirements for firearms certification or training.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	160-65	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(j), 70-74	<u>Summary</u>
<u>Ferguson, MO</u>	2016	140-43	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(j), 55-60	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	14(h), 18-23	<u>Summary</u>
<u>Puerto Rico</u>	2013	54	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(i), 32-37, 110	<u>Summary</u>
<u>East Haven, CT</u>	2012	80(h), 83-86	<u>Summary</u>
<u>Seattle, WA</u>	2012	78	<u>Summary</u>
<u>Virgin Islands</u>	2009	39	<u>Summary</u>
<u>Detroit, MI</u>	2003	20-23, 112(d), 113	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	90-91	<u>Summary</u>
<u>Washington, DC</u>	2001	38, 41-43, 140-44	<u>Summary</u>

Use of Tasers & Electronic Controlled Weapons

These are examples where the Civil Rights Division has required specific limitations on the use of electronic controlled weapons (ECWs, also known as Tasers).

These may include protocols for deployment and prohibitions on using weapons in particular circumstances.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	142-48	<u>Summary</u>
<u>Ferguson, MO</u>	2016	144-47	<u>Summary</u>
<u>Cleveland, OH</u>	2015	61-76	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	24-38	<u>Summary</u>
<u>Portland, OR</u>	2014	68	<u>Summary</u>
<u>Puerto Rico</u>	2013	53(e)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	54-68	<u>Summary</u>
<u>East Haven, CT</u>	2012	87-98	<u>Summary</u>
<u>Seattle, WA</u>	2012	79-83	<u>Summary</u>



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Use of Pepper Spray (OC, or Oleo Capsicum)

These are examples where the Civil Rights Division has required specific limitations the use of OC (oleo capsicum), also known as pepper spray.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	153-59	<u>Summary</u>
<u>Ferguson, MO</u>	2016	150-54	<u>Summary</u>
<u>Cleveland, OH</u>	2015	77-83	<u>Summary</u>
<u>New Orleans, LA</u>	2013	69	<u>Summary</u>
<u>Seattle, WA</u>	2012	84-87	<u>Summary</u>
<u>Detroit, MI</u>	2003	25-26, 112(i)	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	14-19	<u>Summary</u>
<u>Washington, DC</u>	2001	47-50	<u>Summary</u>



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Use of Canines (Police Dogs)

These are examples where the Civil Rights Division has required specific limitations the use of canines (police dogs).

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Ferguson, MO</u>	2016	155-67	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	103-05	<u>Summary</u>
<u>New Orleans, LA</u>	2013	38-53	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	20, 84	<u>Summary</u>
<u>Washington, DC</u>	2001	44-46, 145-48	<u>Summary</u>



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Head Strikes

These are examples where the Civil Rights Division has required specific limitations on the use of head strikes with hard objects.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Yonkers, NY</u>	2016	43(i)	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(f)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	148-49	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(h)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	107	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(f)	<u>Summary</u>
<u>Detroit, MI</u>	2003	19	<u>Summary</u>



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Treatment of Handcuffed Suspects

These are examples where the Civil Rights Division has required specific limitations on the use of force against suspects in handcuffs.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	152, 157, 228	<u>Summary</u>
<u>Yonkers, NY</u>	2016	43(j)	<u>Summary</u>
<u>Newark, NJ</u>	2016	67(g)-(h)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	137(a)	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(e)	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	14(f)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(g)	<u>Summary</u>
<u>East Haven, CT</u>	2012	80(g)	<u>Summary</u>
<u>Seattle, WA</u>	2012	70(f)	<u>Summary</u>



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Vehicle Pursuits

These are examples where the Civil Rights Division has required specific limitations on or protocols for vehicle pursuits.

Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
<u>Cleveland, OH</u>	2015	46(l), 84(k)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	30-31	<u>Summary</u>



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SWAT/ Tactical Units

These are examples where the Civil Rights Division has required specific limitations on the use of specialized tactical units or SWAT teams, including provisions governing the operations and management of such units.

Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
<u>Albuquerque, NM</u>	2015	90-109	<u>Summary</u>
<u>Puerto Rico</u>	2013	27-31	<u>Summary</u>
<u>New Orleans, LA</u>	2013	70-75	<u>Summary</u>
<u>Washington, DC</u>	2001	149-58	<u>Summary</u>



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Giving Medical Help After the Use of Force

These are examples where the Civil Rights Division has required specific policies and procedures regarding the duty to give necessary medical assistance following the use of force.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	131(d), 147, 158, 185	<u>Summary</u>
<u>Ferguson, MO</u>	2016	128(e), 138(a)	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	14(i)	<u>Summary</u>
<u>Cleveland, OH</u>	2015	46(m)	<u>Summary</u>
<u>Portland, OR</u>	2014	84(a)(iii)	<u>Summary</u>
<u>Puerto Rico</u>	2013	38	<u>Summary</u>
<u>New Orleans, LA</u>	2013	27(k)	<u>Summary</u>
<u>East Haven, CT</u>	2012	80(i)	<u>Summary</u>
<u>Washington, DC</u>	2001	40	<u>Summary</u>



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General Policies for Bias-Free Policing

These are examples where the Civil Rights Division has required policies and/or training designed to eliminate racial profiling and promote bias free policing practices.

These examples may include requirements to:

- assess disparate impact and
- implicit bias training.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	87-95	<u>Summary</u>
<u>Alamance County, NC</u>	2016	II(1)-(2), III	<u>Summary</u>
<u>Newark, NJ</u>	2016	53-63-65	<u>Summary</u>
<u>Ferguson, MO</u>	2016	64-74	<u>Summary</u>
<u>Cleveland, OH</u>	2015	35-44, 161	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	43, 50, 64-72	<u>Summary</u>
<u>Puerto Rico</u>	2013	80-92	<u>Summary</u>
<u>New Orleans, LA</u>	2013	125, 127, 142, 177-94	<u>Summary</u>
<u>East Haven, CT</u>	2012	32-43, 48-49, 57	<u>Summary</u>
<u>Seattle, WA</u>	2012	145-52	<u>Summary</u>
<u>Washington, DC</u>	2001	128	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	102-03	<u>Summary</u>
<u>New Jersey State Police</u>	1999	26-27, 54-56, 100	<u>Summary</u>
<u>Steubenville, OH</u>	1997	14(a), 77	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	20, 33, 36-37	<u>Summary</u>

Reducing Gender Bias in Policing

These are examples where the Civil Rights Division has taken steps to eliminate gender bias in policing.

These examples may include policies and procedures for:

- responding to allegations of sexual assault and domestic violence, and
- addressing treatment of LGBTQ persons.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	88 (transgender) 257-66 (gender)	<u>Summary</u>
<u>Ferguson, MO</u>	2016	66-68 (gender)	<u>Summary</u>
<u>Puerto Rico</u>	2013	89 (transgender) 93-100 (gender)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	184-87 (LGBT) 195-222 (gender)	<u>Summary</u>
<u>Steubenville, OH</u>	1997	14(d)	<u>Summary</u>



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Policing & the LGBTQ Community

These are examples where the Civil Rights Division has taken steps to address treatment of LGBTQ persons by police.

Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
Baltimore, MD	2017	53 (LGBT) 229 (transgender)	Summary
Puerto Rico	2013	89 (transgender)	Summary
New Orleans, LA	2013	184-87 (LGBT)	Summary



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Reducing Language Barriers in Policing

These are examples where the Civil Rights Division has taken steps to ensure access to policing services by persons with limited or no English proficiency.

Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
<u>Alamance County, NC</u>	2016	II(4)	<u>Summary</u>
<u>Newark, NJ</u>	2016	20, 23-24	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	66	<u>Summary</u>
<u>New Orleans, LA</u>	2013	183, 189-94	<u>Summary</u>
<u>East Haven, CT</u>	2012	39-43	<u>Summary</u>



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Reducing Language Barriers in Policing

These are examples where the Civil Rights Division has taken steps to ensure access to policing services by persons with limited or no English proficiency.

Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
<u>Alamance County, NC</u>	2016	II(4)	<u>Summary</u>
<u>Newark, NJ</u>	2016	20, 23-24	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	66	<u>Summary</u>
<u>New Orleans, LA</u>	2013	183, 189-94	<u>Summary</u>
<u>East Haven, CT</u>	2012	39-43	<u>Summary</u>



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General Policies for Improving Stop, Search, Arrest Practices

These are examples where the Civil Rights Division required policies and/or training that addressed investigatory stops, searches, and arrests.

These examples may address:

- the level of suspicion required for stops or arrests;
- limits on the use of race and other categories as the basis for stops, searches, or arrests;
- procedures for obtaining search warrants; and
- procedures for arrest.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	27-66	<u>Summary</u>
<u>Yonkers, NY</u>	2016	51-65	<u>Summary</u>
<u>Alamance County, NC</u>	2016	II(3)	<u>Summary</u>
<u>Newark, NJ</u>	2016	25-35, 43	<u>Summary</u>
<u>Ferguson, MO</u>	2016	75-98	<u>Summary</u>
<u>Cleveland, OH</u>	2015	160-75	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	41-63	<u>Summary</u>
<u>Puerto Rico</u>	2013	58-79	<u>Summary</u>
<u>New Orleans, LA</u>	2013	122-62	<u>Summary</u>
<u>East Haven, CT</u>	2012	44-78	<u>Summary</u>
<u>Seattle, WA</u>	2012	138-44	<u>Summary</u>
<u>Detroit, MI</u>	2003	42-60, 114-17	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	102-05	<u>Summary</u>
<u>New Jersey State Police</u>	1999	26-39	<u>Summary</u>
<u>Steubenville, OH</u>	1997	24-27	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	14-17, 19	<u>Summary</u>

Reporting & Data Collection Regarding Stops, Searches, & Arrests

These are examples where the Civil Rights Division required reporting and maintaining data about stops, searches, and arrests made by officers.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	82-86	<u>Summary</u>
<u>Yonkers, NY</u>	2016	57-61	<u>Summary</u>
<u>Alamance County, NC</u>	2016	II(3)	<u>Summary</u>
<u>Newark, NJ</u>	2016	26, 28, 42, 51	<u>Summary</u>
<u>Ferguson, MO</u>	2016	76(d), 87-89, 95, 101, 104	<u>Summary</u>
<u>Cleveland, OH</u>	2015	167-68	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	44-46	<u>Summary</u>
<u>Puerto Rico</u>	2013	60-61, 70-72, 76-77	<u>Summary</u>
<u>New Orleans, LA</u>	2013	123, 140, 145-48, 150	<u>Summary</u>
<u>East Haven, CT</u>	2012	46, 56, 61, 64-66	<u>Summary</u>
<u>Seattle, WA</u>	2012	141	<u>Summary</u>
<u>Detroit, MI</u>	2003	43, 45, 48, 58	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	72, 104-05	<u>Summary</u>
<u>New Jersey State Police</u>	1999	29-30	<u>Summary</u>
<u>Steubenville, OH</u>	1997	24	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	15-17	<u>Summary</u>



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Officer Wellness & Support

If the physical and mental condition of officers are strained, it can have a negative effect on constitutional and effective policing. These are examples where the Civil Rights Division required support for the physical and mental health of officers.

These examples may include access to:

- mental health counseling;
- crisis counseling;
- support systems;
- training, equipment, and technology necessary for the job.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	436-41	<u>Summary</u>
<u>Ferguson, MO</u>	2016	271-80	<u>Summary</u>
<u>Cleveland, OH</u>	2015	291-99	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	247-53	<u>Summary</u>
<u>Puerto Rico</u>	2013	201-04	<u>Summary</u>
<u>New Orleans, LA</u>	2013	289-94	<u>Summary</u>
<u>Washington, DC</u>	2001	159	<u>Summary</u>
<u>Steubenville, OH</u>	1997	81	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	25	<u>Summary</u>



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Enhancing Transparency

These are examples where the Civil Rights Division required law enforcement agencies to maintain data about police operations and make that data available to the public.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	336, 338, 396-405	<u>Summary</u>
<u>Newark, NJ</u>	2016	20-21, 24, 5, 164-68	<u>Summary</u>
<u>Ferguson, MO</u>	2016	413-14	<u>Summary</u>
<u>Cleveland, OH</u>	2015	34, 264-68	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	261-65	<u>Summary</u>
<u>Portland, OR</u>	2014	150, 154, 158-59, 170	<u>Summary</u>
<u>Puerto Rico</u>	2013	214-17	<u>Summary</u>
<u>New Orleans, LA</u>	2013	153, 188, 222, 427-29	<u>Summary</u>
<u>East Haven, CT</u>	2012	69, 184-85	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	13	<u>Summary</u>
<u>Washington, DC</u>	2001	160	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	156	<u>Summary</u>
<u>New Jersey State Police</u>	1999	57-60, 114	<u>Summary</u>



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Enhancing Transparency

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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	336, 338, 396-405	<u>Summary</u>
<u>Newark, NJ</u>	2016	20-21, 24, 5, 164-68	<u>Summary</u>
<u>Ferguson, MO</u>	2016	413-14	<u>Summary</u>
<u>Cleveland, OH</u>	2015	34, 264-68	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	261-65	<u>Summary</u>
<u>Portland, OR</u>	2014	150, 154, 158-59, 170	<u>Summary</u>
<u>Puerto Rico</u>	2013	214-17	<u>Summary</u>
<u>New Orleans, LA</u>	2013	153, 188, 222, 427-29	<u>Summary</u>
<u>East Haven, CT</u>	2012	69, 184-85	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	13	<u>Summary</u>
<u>Washington, DC</u>	2001	160	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	156	<u>Summary</u>
<u>New Jersey State Police</u>	1999	57-60, 114	<u>Summary</u>



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Enhancing Transparency

These are examples where the Civil Rights Division required law enforcement agencies to maintain data about police operations and make that data available to the public.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	336, 338, 396-405	<u>Summary</u>
<u>Newark, NJ</u>	2016	20-21, 24, 5, 164-68	<u>Summary</u>
<u>Ferguson, MO</u>	2016	413-14	<u>Summary</u>
<u>Cleveland, OH</u>	2015	34, 264-68	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	261-65	<u>Summary</u>
<u>Portland, OR</u>	2014	150, 154, 158-59, 170	<u>Summary</u>
<u>Puerto Rico</u>	2013	214-17	<u>Summary</u>
<u>New Orleans, LA</u>	2013	153, 188, 222, 427-29	<u>Summary</u>
<u>East Haven, CT</u>	2012	69, 184-85	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	13	<u>Summary</u>
<u>Washington, DC</u>	2001	160	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	156	<u>Summary</u>
<u>New Jersey State Police</u>	1999	57-60, 114	<u>Summary</u>



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Systems to Improve Officer Supervision

These are examples where the Civil Rights Division required law enforcement agencies to improve their supervision of officers.

These examples may include, for example, guidance on staffing plans and supervisory training.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	303-11	<u>Summary</u>
<u>Yonkers, NY</u>	2016	88-96, 104	<u>Summary</u>
<u>Ferguson, MO</u>	2016	251-58	<u>Summary</u>
<u>Cleveland, OH</u>	2015	322-36	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	203-11	<u>Summary</u>
<u>Puerto Rico</u>	2013	135-46	<u>Summary</u>
<u>New Orleans, LA</u>	2013	306-31	<u>Summary</u>
<u>East Haven, CT</u>	2012	161-78	<u>Summary</u>
<u>Seattle, WA</u>	2012	153-63	<u>Summary</u>
<u>Warren, OH</u>	2012	V	<u>Summary</u>
<u>Detroit, MI</u>	2003	73, 78-91, 118-20	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	83	<u>Summary</u>
<u>Washington, DC</u>	2001	118-29	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	39-54, 121-23	<u>Summary</u>
<u>New Jersey State Police</u>	1999	40-56	<u>Summary</u>
<u>Steubenville, OH</u>	1997	64-81	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	12, 23-24, 26-30, 43	<u>Summary</u>

Early Intervention Systems

These are examples where the Civil Rights Division required law enforcement agencies to:

- collect and analyze data in order to identify patterns of potentially problematic behavior among officers, and
- ensure intervention to correct such patterns.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
Baltimore, MD	2017	312-27	Summary
Yonkers, NY	2016	88-96	Summary
Newark, NJ	2016	52, 156-61	Summary
Ferguson, MO	2016	259-70	Summary
Cleveland, OH	2015	326-36	Summary
Albuquerque, NM	2015	212-19	Summary
Los Angeles County, CA	2015	141-45	Summary
Portland, OR	2014	116-20	Summary
Puerto Rico	2013	147-53	Summary
New Orleans, LA	2013	316-26	Summary
East Haven, CT	2012	168-74	Summary
Seattle, WA	2012	157-63	Summary
Warren, OH	2012	V(A)-(B)	Summary
Virgin Islands	2009	59-68	Summary
Detroit, MI	2003	78-90	Summary
Cincinnati, OH	2002	57-66	Summary
Washington, DC	2001	106-117	Summary
Los Angeles, CA	2001	39-53	Summary
New Jersey State Police	1999	40-46	Summary
Steubenville, OH	1997	71-74	Summary
Pittsburgh, PA	1997	12, 44	Summary



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Body-Worn Cameras

These are examples where the Civil Rights Division required policies and procedures related to using body worn cameras by police.

These examples may address the:

- use of body worn cameras;
- retention of camera data; and
- privacy issues related to the use of cameras.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	271	<u>Summary</u>
<u>Newark, NJ</u>	2016	104	<u>Summary</u>
<u>Ferguson, MO</u>	2016	228-250	<u>Summary</u>
<u>Cleveland, OH</u>	2015	337-40	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	220-31	<u>Summary</u>



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	271	<u>Summary</u>
<u>Newark, NJ</u>	2016	104	<u>Summary</u>
<u>Ferguson, MO</u>	2016	228-250	<u>Summary</u>
<u>Cleveland, OH</u>	2015	337-40	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	220-31	<u>Summary</u>



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In-Car / Dashboard Cameras

These are examples where the Civil Rights Division required policies and procedures related to using in car or dashboard cameras by police.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	224	<u>Summary</u>
<u>Newark, NJ</u>	2016	103	<u>Summary</u>
<u>Ferguson, MO</u>	2016	228-250	<u>Summary</u>
<u>New Orleans, LA</u>	2013	327-31	<u>Summary</u>
<u>East Haven, CT</u>	2012	175-78	<u>Summary</u>
<u>Detroit, MI</u>	2003	100-02	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	70-72	<u>Summary</u>
<u>New Jersey State Police</u>	1999	34	<u>Summary</u>



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	224	<u>Summary</u>
<u>Newark, NJ</u>	2016	103	<u>Summary</u>
<u>Ferguson, MO</u>	2016	228-250	<u>Summary</u>
<u>New Orleans, LA</u>	2013	327-31	<u>Summary</u>
<u>East Haven, CT</u>	2012	175-78	<u>Summary</u>
<u>Detroit, MI</u>	2003	100-02	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	70-72	<u>Summary</u>
<u>New Jersey State Police</u>	1999	34	<u>Summary</u>



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Recruitment, Hiring, & Promotions

These are examples where the Civil Rights Division required law enforcement agencies to take steps to recruit, hire, and promote officers who police effectively, lawfully, and ethically.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	419-35	<u>Summary</u>
<u>Ferguson, MO</u>	2016	281-302	<u>Summary</u>
<u>Cleveland, OH</u>	2015	200-21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	232-46	<u>Summary</u>
<u>Puerto Rico</u>	2013	14-21, 101-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	234-44, 295-305	<u>Summary</u>



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	419-35	<u>Summary</u>
<u>Ferguson, MO</u>	2016	281-302	<u>Summary</u>
<u>Cleveland, OH</u>	2015	200-21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	232-46	<u>Summary</u>
<u>Puerto Rico</u>	2013	14-21, 101-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	234-44, 295-305	<u>Summary</u>



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Complaint Systems

These are examples where the Civil Rights Division required law enforcement agencies to create or improve their system for handling civilian or internal complaints about officer conduct.

These examples may address:

- complaint processes;
- standards of review;
- protocols for investigating and adjudicating complaints;
- requirements for documenting and keeping records related to complaints;
- requirements to accept complaints anonymously and in varying formats;
- creating transparent complaint processes; and
- staffing / training requirements for personnel who investigate complaints.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
Baltimore, MD	2017	335-42	Summary
Yonkers, NY	2016	66-87	Summary
Alamance County, NC	2016	II(2)	Summary
Newark, NJ	2016	112-49	Summary
Ferguson, MO	2016	361-401	Summary
Cleveland, OH	2015	176-92	Summary
Albuquerque, NM	2015	162-200	Summary
Los Angeles County, CA	2015	124-40	Summary
Portland, OR	2014	121-36, 138-40	Summary
Puerto Rico	2013	159-97	Summary
New Orleans, LA	2013	375-426	Summary
East Haven, CT	2012	127-56	Summary
Seattle, WA	2012	164-68	Summary
Warren, OH	2012	IV	Summary
Virgin Islands	2009	42-58	Summary
Detroit, MI	2003	61-69	Summary
Cincinnati, OH	2002	35-56, 82	Summary
Washington, DC	2001	68-84, 92-104	Summary
Los Angeles, CA	2001	74-101	Summary
New Jersey State Police	1999	61-92	Summary
Steubenville, OH	1997	28-63	Summary
Pittsburgh, PA	1997	44-76	Summary

Civilian or Independent Oversight & Review

These are examples where the Civil Rights Division required law enforcement agencies to create a system of civilian or independent oversight.

Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	330-34	<u>Summary</u>
<u>Newark, NJ</u>	2016	13	<u>Summary</u>
<u>Ferguson, MO</u>	2016	402-10	<u>Summary</u>
<u>Cleveland, OH</u>	2015	193-239	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	162-200, 271-92	<u>Summary</u>
<u>Portland, OR</u>	2014	121-36	<u>Summary</u>
<u>New Orleans, LA</u>	2013	430-31, 440-43	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	35-56	<u>Summary</u>
<u>Washington, DC</u>	2001	85-86, 92-104	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	147-54	<u>Summary</u>



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Officer Disciplinary Systems

These are examples where the Civil Rights Division required law enforcement agencies to create policies and procedures covering officer discipline for misconduct.



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Reform Agreement	Year Reform Began	Key Paragraphs	Case Summary
<u>Baltimore, MD</u>	2017	329-405	<u>Summary</u>
<u>Yonkers, NY</u>	2016	87	<u>Summary</u>
<u>Newark, NJ</u>	2016	152-55	<u>Summary</u>
<u>Cleveland, OH</u>	2015	240-49	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	201-02	<u>Summary</u>
<u>Portland, OR</u>	2014	137	<u>Summary</u>
<u>Puerto Rico</u>	2013	198-200	<u>Summary</u>
<u>New Orleans, LA</u>	2013	421-25	<u>Summary</u>
<u>East Haven, CT</u>	2012	157-60	<u>Summary</u>
<u>Warren, OH</u>	2012	V(C)	<u>Summary</u>
<u>Virgin Islands</u>	2009	70-72	<u>Summary</u>
<u>Detroit, MI</u>	2003	103-05	<u>Summary</u>
<u>Washington, DC</u>	2001	105	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	88-90	<u>Summary</u>
<u>New Jersey State Police</u>	1999	88-90	<u>Summary</u>
<u>Steubenville, OH</u>	1997	69-70	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	21-22	<u>Summary</u>

Data Collection, Compliance Reviews, & Internal Audits

These are examples where the Civil Rights Division required law enforcement agencies to:

- collect data across a broad range of policing issues;
- maintain adequate records management systems; and
- conduct regular audits or reviews of data to identify problematic trends.



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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	18, 45-46, 59, 62, 66, 69-86, 211-17, 232-36, 255, 263-64, 312-27, 392-95, 402-08, 427	<u>Summary</u>
<u>Alamance County, NC</u>	2016	II(2)(C-D)	<u>Summary</u>
<u>Newark, NJ</u>	2016	117-18, 150-51, 162-68	<u>Summary</u>
<u>Ferguson, MO</u>	2016	5, 70, 72-74, 109, 126-27, 195-96, 206, 227, 250, 270, 280, 290, 302, 360, 401, 411-15	<u>Summary</u>
<u>Cleveland, OH</u>	2015	48, 76, 83, 129-30, 250-68	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	23, 37-38, 40, 80, 109, 117, 129, 137	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	81-86, 120-23	<u>Summary</u>
<u>Portland, OR</u>	2014	147-48	<u>Summary</u>
<u>Puerto Rico</u>	2013	154-58, 218-24	<u>Summary</u>
<u>Virgin Islands</u>	2009	69	<u>Summary</u>
<u>Detroit, MI</u>	2003	92-99	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	67-68, 73-74	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	124-43	<u>Summary</u>
<u>Steubenville, OH</u>	1997	75-76	<u>Summary</u>

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Reform Agreement	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	18, 45-46, 59, 62, 66, 69-86, 211-17, 232-36, 255, 263-64, 312-27, 392-95, 402-08, 427	<u>Summary</u>
<u>Alamance County, NC</u>	2016	II(2)(C-D)	<u>Summary</u>
<u>Newark, NJ</u>	2016	117-18, 150-51, 162-68	<u>Summary</u>
<u>Ferguson, MO</u>	2016	5, 70, 72-74, 109, 126-27, 195-96, 206, 227, 250, 270, 280, 290, 302, 360, 401, 411-15	<u>Summary</u>
<u>Cleveland, OH</u>	2015	48, 76, 83, 129-30, 250-68	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	23, 37-38, 40, 80, 109, 117, 129, 137	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	81-86, 120-23	<u>Summary</u>
<u>Portland, OR</u>	2014	147-48	<u>Summary</u>
<u>Puerto Rico</u>	2013	154-58, 218-24	<u>Summary</u>
<u>Virgin Islands</u>	2009	69	<u>Summary</u>
<u>Detroit, MI</u>	2003	92-99	<u>Summary</u>
<u>Cincinnati, OH</u>	2002	67-68, 73-74	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	124-43	<u>Summary</u>
<u>Steubenville, OH</u>	1997	75-76	<u>Summary</u>

Community and/or Problem-Oriented Policing

These are examples where the Civil Rights Division required law enforcement agencies to implement a strategy of community and/or problem oriented policing.

These examples may address specific requirements to:

- train officers in community and/or problem oriented policing; and
- adjust staffing and deployment practices consistent with these strategies.



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City	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	15-18	<u>Summary</u>
<u>Newark, NJ</u>	2016	17	<u>Summary</u>
<u>Ferguson, MO</u>	2016	19-20, 35	<u>Summary</u>
<u>Cleveland, OH</u>	2015	21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	160-65	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	87-92	<u>Summary</u>
<u>Portland, OR</u>	2014	146-55	<u>Summary</u>
<u>Puerto Rico</u>	2013	205-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	227-29, 432-35	<u>Summary</u>
<u>East Haven, CT</u>	2012	181-82	<u>Summary</u>
<u>Washington, DC</u>	2001	87-91	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	155	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	31-31	<u>Summary</u>

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<u>Baltimore, MD</u>	2017	15-18	<u>Summary</u>
<u>Newark, NJ</u>	2016	17	<u>Summary</u>
<u>Ferguson, MO</u>	2016	19-20, 35	<u>Summary</u>
<u>Cleveland, OH</u>	2015	21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	160-65	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	87-92	<u>Summary</u>
<u>Portland, OR</u>	2014	146-55	<u>Summary</u>
<u>Puerto Rico</u>	2013	205-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	227-29, 432-35	<u>Summary</u>
<u>East Haven, CT</u>	2012	181-82	<u>Summary</u>
<u>Washington, DC</u>	2001	87-91	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	155	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	31-31	<u>Summary</u>

Community Outreach Plans

These are examples where the Civil Rights Division required law enforcement agencies to:

- develop and maintain community connections and partnerships; and
- foster positive interactions between officers and community groups, youth groups, and individuals.

These examples may include requirements for:

- Town hall meetings;
- Small group dialogues;
- On going assessment and improvement plans for community engagement efforts; and
- Appointment of community liaison officer(s).



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City	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	19-21	<u>Summary</u>
<u>Yonkers, NY</u>	2016	99-100	<u>Summary</u>
<u>Newark, NJ</u>	2016	17	<u>Summary</u>
<u>Ferguson, MO</u>	2016	19-20, 35	<u>Summary</u>
<u>Cleveland, OH</u>	2015	21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	260-65	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	87-92	<u>Summary</u>
<u>Portland, OR</u>	2014	146-55	<u>Summary</u>
<u>Puerto Rico</u>	2013	205-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	227-29, 432-35	<u>Summary</u>
<u>East Haven, CT</u>	2012	181-82	<u>Summary</u>
<u>Washington, DC</u>	2001	87-91	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	155	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	31-32	<u>Summary</u>

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<u>Baltimore, MD</u>	2017	19-21	<u>Summary</u>
<u>Yonkers, NY</u>	2016	99-100	<u>Summary</u>
<u>Newark, NJ</u>	2016	17	<u>Summary</u>
<u>Ferguson, MO</u>	2016	19-20, 35	<u>Summary</u>
<u>Cleveland, OH</u>	2015	21	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	260-65	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	87-92	<u>Summary</u>
<u>Portland, OR</u>	2014	146-55	<u>Summary</u>
<u>Puerto Rico</u>	2013	205-08	<u>Summary</u>
<u>New Orleans, LA</u>	2013	227-29, 432-35	<u>Summary</u>
<u>East Haven, CT</u>	2012	181-82	<u>Summary</u>
<u>Washington, DC</u>	2001	87-91	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	155	<u>Summary</u>
<u>Pittsburgh, PA</u>	1997	31-32	<u>Summary</u>

Community Committees & Councils

These are examples where the Civil Rights Division required law enforcement agencies to create or maintain standing committees or councils drawn from community representatives and stakeholders.

These entities have the authority to advise an agency about community concerns and methods of engaging with the community as a whole.

City	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	10-14	<u>Summary</u>
<u>Ferguson, MO</u>	2016	21-25	<u>Summary</u>
<u>Cleveland, OH</u>	2015	14-26	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	266-70	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	93-97	<u>Summary</u>
<u>Portland, OR</u>	2014	141-45	<u>Summary</u>
<u>Puerto Rico</u>	2013	209-13	<u>Summary</u>
<u>New Orleans, LA</u>	2013	436-38	<u>Summary</u>
<u>Seattle, WA</u>	2012	3-12	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	157	<u>Summary</u>



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<u>Cleveland, OH</u>	2015	14-26	<u>Summary</u>
<u>Albuquerque, NM</u>	2015	266-70	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	93-97	<u>Summary</u>
<u>Portland, OR</u>	2014	141-45	<u>Summary</u>
<u>Puerto Rico</u>	2013	209-13	<u>Summary</u>
<u>New Orleans, LA</u>	2013	436-38	<u>Summary</u>
<u>Seattle, WA</u>	2012	3-12	<u>Summary</u>
<u>Los Angeles, CA</u>	2001	157	<u>Summary</u>



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Community Surveys

These are examples where the Civil Rights Division required law enforcement agencies to conduct a survey of community members to gain an understanding of the community's perspectives and perceptions.

These surveys may cover issues such as public satisfaction with policing and public perceptions of policing practices.

City	Year Reform Began	Key Paragraphs	Summary
<u>Baltimore, MD</u>	2017	23-26, 459(a), 511(n)	<u>Summary</u>
<u>Yonkers, NY</u>	2016	101-02	<u>Summary</u>
<u>Newark, NJ</u>	2016	22-24	<u>Summary</u>
<u>Ferguson, MO</u>	2016	429-33, 435(a)	<u>Summary</u>
<u>Cleveland, OH</u>	2015	367(d)(4)	<u>Summary</u>
<u>Los Angeles County, CA</u>	2015	98-101, 153(b)(2)	<u>Summary</u>
<u>Puerto Rico</u>	2013	209-13, 243(c)(4)	<u>Summary</u>
<u>New Orleans, LA</u>	2013	230-33	<u>Summary</u>
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Community Mediation Programs

These are examples where the Civil Rights Division has called for neighborhood based mediation programs to help resolve community disputes outside the traditional criminal justice system.

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<u>Baltimore, MD</u>	2017	389-391	<u>Summary</u>
<u>Ferguson, MO</u>	2016	32-34, 399	<u>Summary</u>
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Baltimore City Police Department, Maryland



In October 2014, city and BPD leadership requested to enter a collaborative reform process with the Justice Department's Office of Community Oriented Policing Services (COPS office). The Civil Rights Division opened a pattern-or-practice investigation in May 2015.

The Civil Rights Division announced its findings in August 2016. The Division found that BPD made stops, searches and arrests without the required justification; used enforcement strategies that unlawfully subjected African Americans to disproportionate rates of stops, searches and arrests; used excessive force; and retaliated against individuals for their constitutionally-protected expression. In January 2017, the Division and the City of Baltimore entered into an agreement to resolve these findings.



Yonkers Police Department, New York



In August 2007, the Division opened an investigation into the Yonkers Police Department (YPD) in New York. In June 2009, the Division addressed the need for reform of YPD's use of force policies, reporting uses of force, investigations of uses of force, handling of civilian complaints, officer supervision and discipline, creation of an early warning system, improved training, and expanded community engagement. In November 2016, the United States and the City of Yonkers entered into a memorandum of agreement, which remains in effect.



Alamance County Sheriff's Office, North Carolina



In June 2010, the Division opened an investigation into the Alamance County Sheriff's Office in North Carolina. In September 2012, the Division identified a pattern or practice of unlawful discrimination against Latinos and unlawful stops and arrests in violation of the Fourth Amendment. In December 2012, the Division determined that it was unable to resolve its claims cooperatively and filed a complaint under Section 14141. In August 2015, a federal district court dismissed the United States' claims after trial. The United States appealed this judgment, and in August 2016, while the appeal was pending, the United States and Alamance County entered into a memorandum of agreement, which remains in effect.



Newark Police Department, New Jersey



In May 2011, the Division opened an investigation into the Newark Police Department in Newark, New Jersey. In July 2014, the Division identified a pattern or practice of unlawful stops, searches and arrests; discriminatory policing; excessive force; and theft by officers. The Division further identified concerns about gender bias in policing, discriminatory policing against members of the LGBTQ community, and failure to protect from harm in police lock-ups. In April 2016, the parties entered into a court-enforced consent decree, which remains in effect.



Ferguson Police Department, Missouri



In September 2014, the Division opened an investigation into the Ferguson Police Department (FPD) and the municipal court in Ferguson, Missouri. In March 2015, the Division identified a pattern or practice of unlawful stops and arrests, including violations of the First Amendment right to observe and record police activity; excessive force; and discriminatory policing. The Division further determined that FPD and the municipal court focused on revenue generation at the expense of public safety and constitutional law enforcement. In March 2016, the parties entered into a court-enforced consent decree, which remains in effect.



City of Miami Police Department, Florida



In November 2011, the Division opened an investigation into the Miami Police Department (MPD) in Florida. (The Division had previously opened an investigation into MPD in May 2002 but closed it without findings in May 2006.) In July 2013, the Division identified a pattern or practice of excessive deadly use of force in discharging firearms. In February 2016, the Division and the City of Miami entered into a memorandum of agreement (MOA) resolving the Division's claims, including appointment of an independent monitor. That MOA remains in effect.



Meridian Police Department, Mississippi



In December 2011, the Division opened an investigation into the Meridian Police Department as part of a broader investigation into the administration of juvenile justice in Meridian, Mississippi. In August 2012, the Division identified a pattern or practice of arresting children in schools without probable cause. In September 2015, the parties entered into a court-enforced consent decree, which remains in effect.

Maricopa County Sheriff's Department, Arizona



In March 2009, the Division opened an investigation into the Maricopa County Sheriff's Office (MCSO) in Phoenix, Arizona. In September 2010 the Division filed suit seeking to compel MCSO to provide information relevant to the Division's investigation. In June 2011, MCSO settled that litigation by agreeing to cooperate in the Division's investigation. In December 2011, the Division identified a pattern or practice of discriminatory policing against Latinos; unlawful stops and arrests; and unlawful retaliation against people who make complaints or criticize MCSO. (The Division also made findings with regard to MCSO's operation of jails.) In May 2012, after attempts to reach agreement on a consent decree were unsuccessful, the Division filed litigation under Section 14141. In June 2015, the court granted summary judgment in the Division's favor on the discriminatory policing claim. In July 2015, the parties entered into a consent decree addressing issues concerning worksite raids, retaliation, and language access requirements. That consent decree remains in effect. Separately, the parties entered into a memorandum of agreement regarding MCSO's operation of local jails, which also remains in effect. In August 2015, the Division intervened in parallel private litigation, *Melendres v. Arpaio*, in which MCSO is under an injunction to reform discriminatory law enforcement practices. Litigation in that matter is ongoing.



Cleveland Division of Police, Ohio



In August 2000, the Division opened an investigation into the Cleveland Division of Police (CDP) in Cleveland, Ohio. The Division and the City of Cleveland entered into a memorandum of agreement in 2004, which was terminated in March 2005. In March 2013, the Division opened a new investigation into CDP. In December 2014, the Division identified a pattern or practice of excessive force, and raised concerns about search and seizure practices, resulting from insufficient accountability, inadequate training and equipment, flawed policies, and inadequate community engagement. In June 2015, the parties entered into a court-enforced consent decree, which remains in effect.

Albuquerque Police Department, New Mexico



In November 2012, the Division opened an investigation into the Albuquerque Police Department (APD) in New Mexico. In April 2014, the Division issued a findings letter identifying a pattern or practice of excessive force, including deadly force. In late 2014, the parties entered into a court-enforced consent decree, which remains in effect.



Los Angeles County Sheriff's Department, California



In August 2011, the Division opened an investigation into the Los Angeles County Sheriff's Department (LASD) in California. In June 2013, the Division identified a pattern or practice of harassment and profiling of black and Latino residents of Palmdale and Lancaster, California. In May 2015, the parties entered into a court-enforced consent decree, which remains in effect.



Portland Police Bureau, Oregon



In June 2011, the Division opened an investigation into the Portland Police Bureau (PPB) in Oregon. In September 2012, the Division identified a pattern or practice of excessive force against persons with mental illness. In 2012, the parties entered into a court-enforced consent decree, which remains in effect.



Missoula Police Department, Missoula County Attorney's Office, and University of Montana Office of Public Safety, Montana



In May 2012, the Division opened an investigation into the Missoula County Attorney's Office (MCAO), Missoula Police Department (MPD), and University of Montana Office of Public Safety (UM-OPS) in Missoula, Montana, focused on gender bias in the handling of sexual assault complaints. In May 2013, the Division issued findings letters to the MPD and UM-OPS identifying a pattern or practice of failing adequately respond to and investigate allegations of sexual assault against women. In February 2014, the Division issued a separate findings letter to the Missoula County Attorney's Office, identifying a pattern or practice of failing to ensure unbiased and effective investigation and prosecution of reports of sexual assault by women. In May 2013, the Division entered into a memorandum of agreement (MOA) with the MPD and UM-OPS, including appointment of an independent monitor. In June 2014, the Division entered into a separate "memorandum of understanding" (MOU) with MCAO. In May 2015, the Division terminated the MOA with the MPD and in July 2015 the Division terminated the MOA with UM-OPS.



Suffolk County Police Department, New York



In September 2009, the Division opened an investigation into the Suffolk County Police Department (SCPD) in New York, focused on patterns of biased-based policing against Latinos and person with limited or no English proficiency. In January 2014, the parties entered into a memorandum of agreement, which remains in effect.



Puerto Rico Police Department



In July 2008, the Division opened an investigation into the Puerto Rico Police Department (PRPD). In September 2011, the Division identified a pattern or practice of excessive force, violations of the First Amendment right to observe and record police activity and unlawful searches and seizures resulting from inadequate policies, supervision, training, accountability, and community engagement. The findings letter also raised concerns about patterns of discriminatory policing. In July 2013, the parties entered into a court-enforced consent decree, which remains in effect.



New Orleans Police Department, Louisiana



In May 2010, the Division opened an investigation of the New Orleans Police Department (NOPD). The Division had previously opened an investigation into NOPD in June 1995, which closed in March 2004. In March 2011, the Division identified a pattern or practice of excessive force; unlawful stops, searches and arrests; discrimination on the basis of race, national origin, and LGBT status; and gender discrimination in the failure to adequately respond to and investigate violence against women. In January 2013, the parties entered into a court-enforced consent decree, which remains in effect.



East Haven Police Department, Connecticut



In September 2009, the Division opened an investigation into the East Haven Police Department (EHPD) in East Haven, Connecticut. In December 2011, the Division identified a pattern or practice of discriminatory policing against Latinos, particularly in traffic enforcement. In December 2012, the parties entered into a court-enforced consent decree, which remains in effect.



Seattle Police Department, Washington



In March 2011, the Division opened an investigation into the Seattle Police Department (SPD) in Washington. In December 2011, the Division identified a pattern or practice of excessive force and raised concerns about racially discriminatory policing. In September 2012, the parties entered into a court-enforced consent decree, which remains in effect.



Beacon Police Department, New York



In June 2005, the Division opened an investigation into the Beacon Police Department (BPD) in New York, focusing on use of force. In December 2010, the Division and the BPD entered into a memorandum of agreement, which terminated in August 2016.



Warren Police Department, Ohio



In December 2004, the Division opened an investigation into the Warren Police Department (WPD) in Ohio focusing on use of force and strip-search practices. In January 2012, the parties entered into a court-enforced consent decree which remains in effect.



Orange County Sheriff's Department, Florida



In January 2007, the Division opened an investigation into the Orange County Sheriff's Department (OCSD) in Florida. In August 2008, the Division identified concerns regarding the excessive use of conducted energy devices (also known by the brand name Tasers). In September 2010, the Division and OCSD entered into a memorandum of agreement, which terminated in April 2013.



Easton Police Department, Pennsylvania



In October 2005, the Division opened an investigation into the Easton Police Department in Pennsylvania, focusing on use of force, including less-lethal weapons, vehicle pursuits, and canines. August 2010, the Division and EPD entered into a memorandum of agreement, which terminated in July 2015.



Virgin Islands Police Department, U.S. Virgin Islands



In March 2004, the Division opened an investigation into the Virgin Islands Police Department (VIPD). In October 2005, the Division issued a letter identifying needed reforms to VIPD's general policies and training; use of force policies, including those governing specific types of force; use of force reporting systems; use of force investigation and review; conditions in police lock-ups and holding cells; internal complaint systems; officer disciplinary systems; and internal supervisions systems, including the creation of an early intervention system. In March 2009, the parties entered into a court-enforced consent decree, which remains in effect.



Prince George's County Police Department, Maryland



In July 1999, the Division opened an investigation into the Prince George's County Police Department (PGPD) in Maryland, focusing on its canine unit. In October 2000, the Division opened a second investigation into broader issues of use of force by PGPD. In January 2004, the parties entered into a memorandum of agreement (MOA) addressing the broader use of force issues and a consent decree addressing the use of canines, which was approved by the court in March 2004. The consent decree was terminated in March 2007 and the MOA was terminated in January 2009.



Villa Rica Police Department, Georgia



In January 2003, the Division opened an investigation into the Villa Rica Police Department (VRPD) in Villa Rica, Georgia focusing on discriminatory policing and unlawful traffic stops and searches. On December 23, 2003, the parties entered into a memorandum of agreement (MOA) including appointment of an independent monitor. The MOA was terminated in December 2006.



Detroit Police Department, Michigan



In May 2001, the Division opened an investigation into the Detroit Police Department (DPD). In March, April, and June 2002, the Division sent letters to DPD identifying areas in need of reform, including reporting and investigating uses of force; officer supervision and discipline; and arrest and detention policies. In July 2003, the court approved a consent decree between the Division and the City of Detroit. (On the same day the Division and the City entered into a separate consent decree addressing a related investigation into the conditions of police lock-ups and holding cells). In August 2014, the court terminated the consent decree and the Division and the City of Detroit entered into a separate transition agreement under which the Division would continue to monitor DPD's efforts to comply with certain provisions of the prior consent decree that had not yet been fully implemented. In March 2016, the Division found DPD in full compliance with the terms of the transition agreement and closed the case.



Mt. Prospect Police Department, Illinois



In April 2000, the Division opened an investigation into the Mt. Prospect Police Department in Illinois, focusing on discrimination based on race and national origin in traffic stops. In 2003, the parties entered into a memorandum of agreement, which terminated in December 2006.

Columbus Police Department, Ohio



In March 1998, the Division opened an investigation into the Columbus Police Department in Ohio. In October 1999, the Division filed suit against the City of Columbus, alleging a pattern or practice of excessive force; and unlawful stops, searches and arrests linked to inadequate policies and training; inadequate supervision of officers; and failures to investigate misconduct and hold officers accountable. The Division and the City of Columbus resolved the litigation by agreement in 2002, which terminated in May 2004.



Buffalo Police Department, New York



In December 1997, the Division opened an investigation into the Buffalo Police Department in New York, focused on the use of “chemical agent propellant” sprays, such as pepper spray or tear gas. The Division and the City of Buffalo entered into a memorandum of agreement in 2002, which was modified in June 2007 and terminated in July 2008.



Cincinnati Police Department, Ohio



In May 2001, the Division opened an investigation into the Cincinnati Police Department (CPD) in Ohio. In October 2001, the Division identified the need for improvements in use of force policies, reporting and review; accountability systems, officer discipline, data collection, and transparency; and training.

Negotiations were integrated with ongoing negotiations regarding a lawsuit brought by private plaintiffs. In April 2002, the Division entered into a memorandum of agreement (MOA) with the City of Cincinnati. The Division's MOA was incorporated into a consent decree settling the private lawsuit, which together became known as the "Collaborative Agreement." The Collaborative Agreement provided for a single monitoring team to oversee implementation of the reforms in both the Department's MOA and the broader Collaborative Agreement. The Division's MOA was terminated in April 2007 and the broader Collaborative Agreement was terminated in August 2008.



Metropolitan Police Department, Washington, D.C.



In February 1999, the Division opened an investigation into the Metropolitan Police Department (MPDC) in Washington, D.C. In June 2001, the Division identified a pattern or practice of excessive force linked to inadequate use of force policies and training; deficient supervision of officers; and inadequate systems of accountability. The parties entered into a memorandum of agreement (MOA), including the appointment of an independent monitor. The independent monitorship terminated in April 2008, although under a transition agreement MPDC provided on-going reporting on certain provisions of the MOA until February 2012.



Highland Park Police Department, Illinois



In May 2000, the Division opened an investigation into the Highland Park Police Department in Illinois focusing on discrimination based on race and national origin. In the fall of 2000, the parties entered into a memorandum of agreement (MOA) incorporating the terms of a court-supervised consent decree settling *Ledford, et al. v. City of Highland Park*, No. 00 C 4212 (N.D. Ill), litigation brought by private plaintiffs raising similar issues. The MOA was terminated in December 2004.



Los Angeles Police Department, California



In July 1996, the Division opened an investigation into the Los Angeles Police Department (LAPD). In May 2000, the Division identified a pattern or practice of excessive force and unlawful stops, searches and arrests linked to inadequate training, supervision, and accountability systems. In November 2001, the parties entered into a court-enforced consent decree. The consent decree terminated in July 2009, although a transition agreement between the Division and the City of Los Angeles remained in effect until May 2013.



Montgomery County Police Department, Maryland



In June 1996, the Division opened an investigation into the Montgomery County Police Department (MCPD) in Montgomery County, Maryland, focused on racially discriminatory traffic stops, searches and arrests. The Division and Montgomery County entered into a memorandum of agreement (MOA) in 2002, which was terminated in February 2005



New Jersey State Police, New Jersey



In April 1996, the Division opened an investigation into the New Jersey State Police (NJPD). In December 1999, the United States filed a complaint alleging a pattern or practice of unlawful traffic stops, searches and arrests, linked to inadequate policies and training, insufficient supervision, and inadequate systems of accountability. Simultaneously, the parties entered into a court-enforced consent decree, which terminated in October 2009.



Steubenville Police Department, Ohio



In September 1996, the Division opened an investigation into the Steubenville Police Department (SPD) in Ohio. In June 1997, the Division identified a pattern or practice of excessive force; unlawful stops, searches and arrests; and witness and evidence tampering linked to inadequate policies and training, insufficient supervision, and inadequate systems of accountability. In September 1997, the parties entered into a court-enforced consent decree, which terminated in March 2005.



Pittsburgh Police Bureau, Pennsylvania



In April 1996, the Division opened an investigation into the Pittsburgh Police Bureau (PPB). In January 1997, the Division identified a pattern or practice of excessive force; unlawful stops, searches and arrests, linking these findings to insufficient accountability systems and failure to supervise officers. In April 1997, the parties entered into a court-enforced consent decree. The consent decree was terminated in September 2002, with ongoing monitoring of a backlog of investigations of civilian complaints by the city's independent auditor through 2005.