

Code of Conduct

A Standard between the Lucas County Sheriff's Office and the Community

Preamble

Whereas,

- }> We agree that, as collective members of one community, we value and respect the sanctity of human life above all else.
- }> We value and respect the fundamental freedoms and safeguards guaranteed in the Constitution of the United States of America.
- }> We value honesty, integrity, and ethical behavior.
- }> We are committed to value the diversity among us and to treat one another with fairness, respect, and courtesy.
- }> We commit to work with one another in the delivery of police services with a sincere desire to listen and respond to valid criticism and a willingness to change for the common good.

Community Members' Conduct

- Members of the community will commit to learning the rights and protections that the U.S. Constitution affords them.
- Members of the community will conduct themselves in a respectful manner towards deputies, refraining from yelling, name calling, physical contact, and other activities that can escalate a situation.
- Members of the community will make an effort to ensure that the deputy feels safe and can complete any official activity without fear of personal harm.
- During traffic stops, members of the community will make sure that their hands are in plain sight and are always visible to deputies conducting the stop.
- After being stopped, members of the community will refrain from excessive movement that cannot be monitored by the deputies conducting the stop.
- During field interviews and traffic stops, during which members of the community are stopped for matching a description provided by an emergency caller, they may request that the description be read back by the police dispatcher.
- Members of the community will make an effort to document encounters with deputies, either through a cell phone recording or other forms of written communication.
- In an effort to help the L.C.S.O. identify both good and bad behavior, members of the community may request the name and badge number of deputies they feel have acted inappropriately.
- As able, members of the community may present their FLOC ID, Union ID or other identification from a community-based organization on traffic stops and field interviews, which may assist deputies in determining the subject's identity.
- Members of the community for whom English is a second language will make an attempt to learn basic English phrases that will help facilitate an interaction with law enforcement.
- During traffic stops and field interviews, members of the community for whom English is a second language may request a Spanish speaking L.C.S.O. officer to help avoid any misunderstandings.

Conduct of Deputy Sheriff

Searches by Consent

In an effort to strengthen trust between deputies and the communities they serve, the following shall apply to consent searches:

- When possible, the interaction with the individual will be recorded with the body worn camera or other recording device. All consent searches will be conducted in accordance with the U. S. Constitution and any applicable case law.
- The aforementioned provisions for consent searches shall also apply to any and all traffic stops and field interviews, which may result in a consent search taking place.

Use of Force, Techniques, and Training

Use of Force and Techniques

In order to ensure that the use of force—regardless of the type of force, tactics, or weapons used—is not excessive and is proportional to the circumstances at hand, the L.C.S.O. will observe the following requirements:

- Deputies will remain as calm as possible at all times during interactions with members of the community.
- Deputies will allow individuals the opportunity to submit to arrest before force is used wherever possible.
- Deputies will use de-escalation techniques whenever possible and appropriate, before resorting to force. De-escalation techniques may include verbal persuasion and warnings and tactical de-escalation techniques, such as slowing down the pace of an incident, waiting out subjects, creating distance (and, thus, the reactionary gap) between the deputy and the threat, and requesting additional resources (e.g. specialized Crisis Intervention Team Officers or negotiators).
- If force becomes necessary, deputies will be limited to using only the amount of force objectively reasonable as necessary to control the person.
- In applying force, deputies will reduce the level of force as the threat diminishes. The deputy's actions or control measures must be reflective of the resistance encountered.
- Deputies will not use force against persons who are handcuffed or otherwise restrained, unless it is objectively reasonable and necessary under the circumstances to stop an assault, escape, or as necessary to fulfill other law enforcement objectives.
- Deputies will not use force against persons who only verbally confront them and do not impede a legitimate law enforcement function.
- The L.C.S.O. will explicitly prohibit the use of retaliatory force by deputies (e.g. for fleeing or "disrespecting" deputies).
- The L.C.S.O. will develop specific guidelines for the use of firearms, tasers, and pepper spray.
- Deputies will not use choke holds, hog tying techniques or fire warning shots.
- The L.C.S.O. is committed to practicing bias free policing and respecting the rights and dignity of all.

Training

L.C.S.O. will train deputies:

- To consider the possibility that a subject may be noncompliant due to a medical or mental condition, physical or hearing impairment, language barrier, drug interaction, or emotional crisis.
- That the use of a firearm as an impact weapon could result in death to suspects, bystanders, and themselves.
- On its specific guidelines for the use of firearms, tasers, and pepper spray.
- In "bias-free" and community-policing principles and methods.
- To recognize and interact appropriately with persons with disabilities - especially those not visibly apparent - or language barriers.
- To recognize and intervene when another deputy is using excessive force.
- To do their jobs with minimal reliance on physical force and the use of lethal weapons.
- To understand the terms of this covenant and how they will implement it via their daily interactions with the community.

Records Keeping

Search and Seizure Records

- In order to ensure that all formal interactions are taking place with reasonable suspicion or probable cause and not based solely on the race, gender or ethnicity of the individual encountered, deputies will record all interaction with individuals in their official duties by using the body worn camera or the vehicle's dash camera when available.
- The L.C.S.O. is a law enforcement agency in the State of Ohio that fully adopted the primary standards set by the Ohio Collaborative Community-Police Advisory Board. One of these standards applies to Bias Free Policing and requires that an administrative review be conducted annually of the data collected at traffic stops. The L.C.S.O. agrees to provide a copy of this Administrative Review upon request to any member of the public.
- General offense reports will accurately document incidents and include, with specificity, any words, actions, or communications that reflect bias or prejudice and/or racial, ethnic, gender, or LGBTQ motivation.

Public Records

- In order to ensure the transparency of Internal Affairs investigations, all records related to ongoing civilian complaint investigations will be made public and available for inspection and copying within a reasonable amount of time in accordance with public records law, except for records exempted under ORC 149.43(2). The parties to this covenant agree that, for simple requests (e.g. single/handful of record(s)), a reasonable amount of time is two (2) weeks.
- These records will include but not be limited to: dash cam video of the incident, body camera video of the incident, audio of the incident, dispatch logs, dispatch audio, and the official police report of the incident.
- If a public records request for an ongoing investigation is denied, L.C.S.O. will provide the requestor with the specific section of the Ohio Revised Code and reason that was used to make the determination.

Building Community and Police Relationships

The signatories to this agreement and community members are formally requesting the following commitments. These promises will begin to lay the groundwork for the trust that is imperative to facilitate open dialogue not only between the members of the community - including documented and undocumented immigrants of the community, but also between police and the community. It is essential that the community have a voice and mechanism for collaboration with the police to promote decision-making and prompt resolution. This will, in turn, create stronger, more equitable, and safer communities for everyone involved.

- The Lucas County Sheriff's Office recognizes 80% as an acceptable clearance rate for violent crimes (murders, rapes and assaults) to deter further criminal activity and foster trust between members of the community and law enforcement.
- For murders that remain unsolved beyond one year, the detective assigned to the case will call or visit the victim's family periodically to provide updates.
- L.C.S.O. deputies will be strongly encouraged to utilize bicycle patrol to get to know their neighbors and the members of the community. The purpose of this is the promotion of trust and relationship building. These foot patrols will occur largely off of the main corridors of transportation and will have the officers present in residential neighborhoods.
- Deputies may be required to attend community events within the communities they serve in order to meet their professional development requirements.
- Deputies will be encouraged to provide minors a ride home as a way to prevent/avoid a possible crime or victimization. This will provide the deputy an opportunity to meet the parents and make appropriate referrals to FLOC LOBOS/Homies Union, city/county/community resources like United Way, YWCA, shelters, community-outreach organizations, SASI/Compass for support services, including possible enrollment in the Homies program. L.C.S.O will not engage in racial profiling.

Alternative Dispute Resolution and Grievance Mechanism

The L.C.S.O. agrees to allow deputies and administration to discuss any incident between deputies and members of the community, in efforts of mediation and conflict resolution. Deputies may participate in this mechanism, with the understanding that they cannot be compelled do so.

The community partners forming this agreement shall convene at a mutually agreed upon location. Such a meeting will be conducted with respectful protocols, developed and governed by the partners to this agreement.

Signatories Endorse and Support Code of Conduct with LCSD

Michael J. Navarre

Michael Navarre Sheriff of Lucas County

Baldemar Velasquez

Baldemar Velasquez FLOC

Darlene Sweeney-Newbern

Darlene Sweeney Newbern NAACP

Rev. Otis Gordon

Rev. Otis Gordon Toledo Community Coalition (TCC)

Bob Lynn

Bob Lynn Toledo Area Jobs with Justice

Cheryl Folsom

Cheryl Folsom Coalition of Black Trade Unionists (CBTU)

Robert A. Culp

Bishop Robert Culp Black Brown Unity Coalition (BBUC)

Susan Kuehn Co-Chair

Susan Kuehn NW Ohio Peace Coalition

Mechelle Zarau

Mechelle Zarau Welcome Toledo Lucas County (TLC)

Bonita Delgado

Bonita Delgado Homies Union

Rev. Donald Perryman

Rev. Donald Perryman United Pastors for Social Empowerment

Pete Gerkin

Pete Gerkin Lucas County Commissioners

Megan Mattimoe

Megan Mattimoe Advocating Opportunity

Sonja Duran

Sonja Duran FLOC associate members

Chevo Torres

Chevo Torres Latins United