

## Community Review & Recommendation Sessions | July 2020 | 60 Key Recommendations

Reviewed by the Aurora Police Department.  
Responses are listed below each recommendation in bold.

### ACCOUNTABILITY & ADMINISTRATION

1. Establish a Civilian Review Board must be a top priority for Aurora

**A Civilian Review Board is currently being established by the City of Aurora.**

2. Ban all choke holds

**All choke holds are banned under state law (720 ILCS 5/7-5.5).**

**A member shall not apply direct pressure to the throat, windpipe or airway of a person with the intent to reduce or prevent the intake of air (chokehold) unless deadly force is justified (720 ILCS 5/7-5.5). A member shall not use a chokehold or any lesser contact with the throat or neck area of another in order to prevent the destruction of evidence by ingestion (720 ILCS 5/7-5.5).**

3. Conduct a comprehensive needs assessment

**APD has always taken recommendations from the community on where we can improve.**

4. Implement an Equity & Inclusion Officer for the City to help monitor progress on justice topics Citywide and within APD

**Implemented through Executive Action by the Mayor's Office.**

5. Increase the number of supervisors on staff who can respond to use of force complaints in the field

**Currently, any supervisor can respond to a use of force complaint in the field. Increasing the number of supervisors would require the city to increase the**

6. Establish a zero-tolerance policy for any officer found guilty of use of force

**Already in place. Any sustained complaint will result in discipline to the officer, which can include suspension up to termination and/or criminal charges.**

7. Conduct a study on the gap training provided at the Academy and the needs of APD

**Specifics to training programs at the academy is overseen by the Illinois Law Enforcement Training and Standards Board.**

**In addition to the academy, all new recruits receive six additional weeks of in-house training at the Aurora Police Department prior to beginning their Field Training Officer program. The Field Training Officer program lasts a minimum of four months before the officer is released to independent patrol.**

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8. Make it mandatory for officers to live in Aurora or at least provide financial incentives for living in Aurora

**The city is currently exploring residency incentives for officers.**

9. Include 'proper interactions with law enforcement' in the driver's license handbook and a couple of questions on the driver's exam\* (State Law)

**APD has forwarded this suggestion to our elected leaders in Springfield.**

10. Publicly review the APD budget to assess the reallocation of funds to better handle social issues

**APD's budget has always been available publicly through the city's website. Each year, APD's budget is submitted to the city's Finance Committee and reviewed publicly during the committee's meetings as part of the State of Illinois' Open Meetings statute.**

11. When person is pulled over, a request for a supervisor must be honored

**Under departmental policy, if someone requests a supervisor during an encounter with a member of the Aurora Police Department, the request may be honored based on availability.**

12. Reduce the annual number of Use of Force alerts that generate a review from 9 to 3.

**APD will reduce the number of use of force incidents generating an alert to the requested three.**

13. Conduct an annual Mental Health Review of all Officers & FTOs

**The Aurora Police Department has a number of mental health resources for our officers, including:**

- **"WeNeverWalkAlone" App that connects peer support officers and professional staff across participating police departments. This way a member that needs peer support can reach out to a trained peer supporter from another department without worrying about the rumor mill, anonymity, confidentiality, or other privacy issues.**
- **EAP – The City of Aurora's Employee Assistance Program provides all employees access to counseling and additional resources for support.**

14. Implement a use of force "cool down" period of at least a day after incident

**Currently, the Aurora Police Department places officers on administrative leave during a review of serious use of force incidents.**

15. For each APD policy, list the 'penalties for not adhering' to policies

**The Aurora Police Department uses a progressive discipline policy, which can include suspension up to termination of the officer for violation of policies.**

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16. Revisit language use & philosophy: Stop using the word Warriors

**“Warriors” has never been listed in APD policy.**

### TRANSPARENCY & REPORTING

17. Implement Body Cameras for all APD Officers

**The Aurora Police Department and City of Aurora are currently working to implement body cameras for police officers in the city.**

18. Publicize Body Camera Rules and Regulations (State Law)

**APD is currently working on departmental policy for the use of body cameras.**

19. Include names of officers in reporting use of force complaints to the chief

**The use of force report referred to in the use of force policy is a high-level view of use of force incidents and trends for the chief of police and her immediate staff. Officers with high numbers of use of force incidents are identified through the department’s early intervention software program and are immediately addressed.**

20. Make training manuals available to the public

**The Aurora Police Department uses a variety of different trainings that are constantly changing to keep up with trends and issues that are affecting policing and the community as a whole. Additionally, these curriculums often contain safety tactics and how to perform certain operations, which could jeopardize the safety of our officers.**

21. Publicize complaints on APD Website

**In July 2020, APD launched a public portal to view investigations by the Office of Professional Standards, the status of the investigations, and their outcomes.**

22. Publicize ways residents can make complaints

**This is currently on the department’s website.**

23. Develop Online tracking system for complaints

**In July 2020, APD launched a public portal to view investigations by the Office of Professional Standards, the status of the investigations, and their outcomes.**

24. Publish data about arrests in an effort to avoid bias and disproportion arresting of particular groups of people

**APD already includes this information in our annual report.**

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25. Open a standing website portal to submit policy changing

**APD prides itself on ways to communicate ideas, concerns and recommendations with department through our social media pages, emails and phone calls. But we're making it even easier by launching an online form on our Contact Us page on the city's webpage.**

26. Document and report each incident when someone is asked to exit a vehicle during a traffic stop

**Since 2004, the Illinois Traffic and Pedestrian Stop Statistical Study Act has required Illinois law enforcement to document and report traffic stops to the Illinois Department of Transportation.**

**Through a digital portal, each officer reports each traffic stop and pedestrian stop to the state. The data includes information about if someone is asked to exit a vehicle during a traffic stop.**

**The data is compiled and reported out by the state through IDOT's website.**

27. Include racial and gender demographics on report when someone is asked to exit a vehicle during a traffic stop

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**Through a digital portal, each officer reports each traffic stop and pedestrian stop to the state. The data includes information about if someone is asked to exit a vehicle during a traffic stop. The data also includes their race and gender.**

**The data is compiled and reported out by the state through IDOT's website.**

28. Track the reasons people are asked to exit the vehicle

**Since 2004, the Illinois Traffic and Pedestrian Stop Statistical Study Act has required Illinois law enforcement to document and report traffic stops to the Illinois Department of Transportation.**

**Through a digital portal, each officer reports each traffic stop and pedestrian stop to the state. The data includes information about if someone is asked to exit a vehicle during a traffic stop.**

**The data is compiled and reported out by the state through IDOT's website.**

29. Make the annual Use of Force Analysis (300.9) accessible to the public online

**This is currently available in our annual report, which is available on the department's website.**

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30. Expand the new public portal to be more specific

**Currently, the public portal goes back three years and includes information about the when the complaint was filed, what type of complaint, the employee's position, sex, and race. The data also includes specifics about the outcome of the investigation and if the officer received a suspension.**

### TRAINING & RECRUITMENT

31. Increase the number of training hours for race relations at the academy\*

**Specifics to training programs at the academy is overseen by the Illinois Law Enforcement Training and Standards Board. We have forwarded this request to state lawmakers for consideration.**

32. Increase mental health and wellness training for officers

**While APD prides itself on going over and above the state standards for mental health and wellness training for our officers, our Training Division will work to include more mental health training for our department.**

33. Increase the amount of cultural competency & sensitivity training

**While APD prides itself on going over and above the state standard for cultural competency & sensitivity training for our officers, our Training Division will work to include more cultural competency & sensitivity training for our department.**

34. Implement new training for interacting with the undocumented community

**We currently have a policy on interacting with the undocumented community and review it with our officers when updates or changes occur to the policy.**

35. Form partnership between APD and teachers unions to conduct training

**Our School Resource Officers conduct a number of trainings to teachers and faculty at our Aurora Area schools. We are working to explore additional partnerships.**

36. Increase mandatory hours for de-escalation training

**The Aurora Police Department goes well beyond what is provided by the state and incorporate de-escalation training into scenario-based training exercises whenever possible.**

37. Increase frequency of implicit bias training

**The Aurora Police Department conducts implicit bias training on a regular basis and will continue to do so.**

38. Implement a new training on the history of police and the minority community

**The Aurora Police Department will look to incorporate training on the history of policing in minority communities into future implicit bias trainings.**

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39. Implement training on personal integrity

**Officers undergo ethics training as part of their training at the Aurora Police Department.**

**During the selection process of new officers, the background investigations are designed to identify candidates with the highest level of personal integrity and ethics.**

40. Include scenario-based Duty to Intercede training as a regular training

**Duty to intercede scenarios are already included in the Aurora Police Department's scenario-based training.**

41. Establish training that will bridge the gap between law enforcement and youth

**The Aurora Police Department prides itself on having one of the best Youth Police Academy's in Illinois. Beyond the Youth Police Academy, our School Resource Officers are continually connecting with students, by mentoring and recruiting.**

42. Provide officers and annual in-service training on available community resources

**The Aurora Police Department has a number of community resources available to officers and professional staff. We are always exploring new options on making them more readily available to the community.**

43. Include civilians on the recruitment team

**The Aurora Police Department employs a number of professional staff members and our recruitment effort is all encompassing for all careers within our department. We have both civilians and sworn officers on our recruitment team.**

44. Visit Historically Black Colleges and Universities (HBCUs) as part of an annual recruitment plan

**Already underway in effort between the Police Department and the Mayor's Office.**

45. Develop a "Grow Your Own" program facilitated by School Resource Officers

**Our School Resource Officers speak to a number of classes at our schools in the City of Aurora. APD currently has a Youth Police Academy and Cadet Program that has resulted in the hiring of a number of police officers. We are always looking for more ways to connect with the youth in our city.**

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### COMMUNITY ENGAGEMENT & PUBLIC EDUCATION

46. Conduct regular police and community listening sessions for the general public not connected to policy review

**APD and the Mayor's Office will be hosting listening sessions throughout the city in October.**

47. Increase community education on how to interact with police and standard expectations

**APD is currently working with the National Organization of Black Law Enforcement Executives on an educational campaign.**

48. Start a ward-based/neighborhood-based educational conversation about policy and community interactions specifically

**Our Community Oriented Policing (COP) Unit focuses specifically on neighborhood-based issues, including education and interacting with community members at neighborhood meetings.**

49. Establish an annual session just like this for police leaders to discuss training gaps with community leaders

**We provide an annual report to our community leaders that discusses everything from training to community interactions to use of force.**

50. Establish a Youth with Disabilities Youth Academy

**Our Youth Academy accepts all persons, regardless of disability.**

51. Begin a Spanish-language Citizen Police Academy of Aurora

**We are exploring the creation of a Spanish-language Citizens Police Academy of Aurora.**

52. Have new officers walk the beat for the first two weeks to get to know their communities prior to policing them.

**APD will be implementing this with our newest group of officers.**

53. Implement a school-based program facilitated by School Resource Officers that will focus police interactions, expectations and duties

**Our School Resource Officers speak to a number of classes at our schools in the City of Aurora. We will be working with school districts to explore ways to create a more in-depth program.**

54. Publish policies in Spanish

**As an Executive Action by the Mayor, the Training and Use of Force policies were published in Spanish on the City's CHANGE website.**

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55. Have people who have had unpleasant experiences with the police speak to new officers on how best to handle the situations.

**We encourage officers to speak with the community and engage in a two-way dialogue about encounters with the police so officers can learn from them.**

56. Increased public education on the SNAPP Program

**APD is currently working to simplify and digitize our SNAPP registration and make it easier for people to register their information in the department's computer systems. When we upgrade our system, we plan to have a public education campaign about ways the community can sign up.**

57. Diversify ways of communicating beyond social media, website and digital portals

**We are always expanding ways to better communicate with our community. Due to the COVID-19 pandemic, our Community Oriented Policing (COP) Unit hasn't been able to attend the regular neighborhood and community meetings that they usually attend, but we still working to attend as many community outreach programs as safely as possible.**

58. Conduct an annual expungement seminar

**As an Executive Action by the Mayor, the city is planning on hosting an annual expungement seminar with partners.**



**POLICY LANGUAGE**

**59. Use of Force – Policy 300**

- a. Include penalties for not following policies

**APD uses a progressive discipline system. This is not reasonable based on the fact that many of the situations are often varying with different dynamics. These cannot be all articulated in a single document.**

- b. Include the de-escalation policy from training in the Use of Force Policy

**Included in updated Use of Force policy distributed to officers.**

- c. Incorporate belief statement about community engagement in the philosophy and objectives

**This is included in the policy manual's preface and mission statement.**

- d. Language added to purpose about accountability

**This is included in the policy manual's preface and mission statement.**

- e. 300.1 'Crime prevention' should be a focus in "Purpose and Scope" section;

**This is included in the policy manual's preface and mission statement.**

- f. 300.1 Change “expected to use” to “shall”

**We are unable to change, because policy is not meant to be all inclusive. No written guidance document can anticipate the entire range of human behaviors that police employees might encounter, nor can every contingency be predicted.**

- g. 300.1 Better define “professional”

**Professional is more than a definition. We expect all of our staff to hold the utmost professionalism as members of the Aurora Police Department.**

- h. 300.2 Change last line from “a careful balancing of interests” to “accountable to all parties”

**“Accountable to all parties” is too narrow in scope. “A careful balancing of all interests” includes not just the parties, but the law, the people involved, the dynamic situation, etc.**

- i. 300.2 Add ‘without prejudice to anyone, including race, ethnicity and culture

**This line already has “everyone,” which includes race, ethnicity and culture, along with sexual orientation, gender and others.**

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- j. 300.3.1 say may 'not' in the first category

**This is state law. Cannot be modified.**

- k. 300.3.2 Include cultural communications

**Included in updated Use of Force policy distributed to officers.**

- l. 300.33 Specify a time frame for department-approved training (annually)

**This recommendation refers to the policy line: "Officers may only apply those control compliance techniques for which they have successfully completed Department-approved training."**

**Officers are not permitted to carry or use any control compliance device that they have not received training in. For instance, officers are not permitted to carry a TASER until they undergo TASER training.**

- m. 300.3.3 Include (d) whether the person can comprehend and understand the request

**Included in updated Use of Force policy distributed to officers.**

- n. 300.3.5 Clarify what "lawfully seize" means

**We cannot change this policy line as it is dictated by federal case law.**

- o. 300.3.5. Expand "Use of Force to Seize Evidence" to include the language from the Strip Search Policy related to taking persons to hospital before attempting to seize evidence not located in a person's mouth

**This is covered in the department's strip search policy, which states that a physical body search must be conducted by or under the supervision of a physician.**

- p. 300.5 Change 'promptly' to "End of Shift."

**"Promptly" is faster than "end of shift." APD would prefer to have officers complete their report as soon as possible.**

- q. 300.5 – Add "an officer can report Use of Force anonymously"

**Department policy states, "Any use of force by a member of this Department shall be documented promptly, completely and accurately in an appropriate report, depending on the nature of the incident. The officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances."**

**APD will not be making this change because allowing an officer to do this anonymously would remove accountability and ability to investigate the incident.**

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- r. 300.6 List the medical assessment performed prior to booking

**Medical assistance shall be obtained for any person who exhibits signs of physical distress, who has sustained an injury requiring medical care, expresses a complaint of injury or continuing pain, or who was rendered unconscious.**

- s. 300.6 Add Prior “to transportation” before “booking or release”

**New policy language states, “Once it is reasonably safe to do so...”**

- t. 300.8 Note that training is annual

**Specifics on our training requirements is located in our training policy.**

- u. 300.8 Add qualifiers to the statement

**Included in updated Use of Force policy distributed to officers.**

- v. 300.9 Make Use of Force Analysis available to the public

**This is currently available in our annual report, which is available on the department’s website.**

### 60. Training – Policy 203

- a. Specify qualities and qualifications of training officers in the policy

**All training officers undergo specific training relating to their job assignment and become certified before they are able to train other officers.**

- b. Including the ‘Duty to Intercede’ Policy under training

**This policy is included under the department’s use of force policy.**

- c. Reference all training for supervisors and field training officers with others in the policy

**Training for supervisors and field training officers is included in manuals that are not part of this policy.**

- d. Include penalties for not following policies

**APD uses a progressive discipline system. This is not reasonable based on the fact that many of the situations are often varying with different dynamics. These cannot be all articulated in a single document.**

- e. 203.1 Language of 'Empathy' and 'Understanding' should be added

**This is included in the policy manual’s preface and mission statement.**

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- f. 203.2 Change to department WILL providing ongoing training

**Under state law, the department is required to continue to provide ongoing training to our officers.**

- g. 203.2 The warrior, guardian dichotomy should be changed to be more guardian

**“Warriors” has never been listed in APD policy.**

- h. 203.6 Add d. Top three causes of citizen complaints

**Done. Our training board will review the top three causes of citizen complaints when determining training courses for our offices.**

- i. 203.7b3 clarify alternate dates of training for those who miss

**Training occurs through the year and it is impossible to clarify the dates within policy as they could occur at different times.**