

Delaware Criminal Justice Council Declaration of Leading Practices to Protect Civil Rights and Promote Racial and Ethnic Fairness in the Criminal Justice System

Survey Form

Select the level of compliance and provide information to certify that level of compliance in the explanation section of the form.

I. Leaders of agencies must demonstrate a fundamental and complete commitment to racial and ethnic fairness with personnel and service provision.

Yes No Working towards compliance

Explain how your leader has demonstrated this commitment:

II. Early Intervention Strategies as outlined below.

A. Incorporated the core concepts of early intervention into the personnel management practices to protect civil rights and to promote racial and ethnic fairness

Yes No Working towards compliance

Explain what has been done, what will be done:

B. Seeking to develop early intervention, we look to our peers for ideas, recognizing that we will have to tailor our own system to the needs of our agency.

Yes No Working towards compliance

Explain what has been done, what will be done:

C. Include as many stakeholders as possible in the planning of early intervention systems.

Yes No Working towards compliance

Explain what has been done, what will be done:

D. Ensure that supervisors have the appropriate experiences, skills, and training to perform their early intervention responsibilities.

Yes No Working towards compliance

Explain what has been done, what will be done:

E. Ensure that the early intervention system remains distinct from the disciplinary system.

Yes No Working towards compliance

Explain what has been done, what will be done:

F. Develop a discrete policy directive addressing the purpose and functional elements of the early intervention system.

Yes No Working towards compliance

Explain what has been done, what will be done:

III. The Civilian and Internal Complaint Process

A. Have a clear policy and well-defined practices for handling outside and internally generated complaints against personnel or the organization as a whole.

Yes No Working towards compliance

Explain what has been done, what will be done:

B. Establish an accessible complaint-filing process that allows for the receipt of complaints about misconduct of personnel from a wide range of sources.

Yes No Working towards compliance

Explain what has been done, what will be done:

C. Establish complaint investigation processes that are comprehensive and fair to all parties.

___ Yes ___ No ___ Working towards compliance

Explain what has been done, what will be done:

D. Specifically select and train personnel responsible for investigating complaints.

___ Yes ___ No ___ Working towards compliance

Explain what has been done, what will be done:

IV. Managing Use of Force by Law Enforcement, including Probation and Parole Officers, Court Security Officers, Bailiffs and Constables.

A. All law enforcement departments should have a clear use-of-force policy that specifically addresses both deadly and nondeadly use of force and is consistent with all legal and professional standards.

___ Yes ___ No ___ Working towards compliance

Explain what has been done, what will be done:

B. A law enforcement department's use-of-force policy must address all available use-of-force options, clearly place these options on a use-of-force continuum, and associate these options with corresponding levels of subject resistance.

___ Yes ___ No ___ Working towards compliance

Explain what has been done, what will be done:

C. A law enforcement department's policies and training should specifically address alternatives to use-of-force and encourage their use in appropriate circumstances.

___ Yes ___ No ___ Working towards compliance

Explain what has been done, what will be done:

D. Every law enforcement department should have a clear policy and set of standards for determining what level of force requires formal written documentation by involved officers.

Yes No Working towards compliance

Explain what has been done, what will be done:

E. Every law enforcement department should have a clear policy and set of standards for determining what level of force requires formal review by the chain of command or a specialized review unit (e.g., critical incident review team).

Yes No Working towards compliance

Explain what has been done, what will be done:

V. Bias-Free Decision Making

A. Have a clear and unequivocal policy prohibiting discriminatory practices (racial profiling for law enforcement) and promoting bias-free decision making.

Yes No Working towards compliance

Explain what has been done, what will be done:

B. Embed the ideals of bias-free decision making in the agency's mission statement, training, accountability mechanisms, and community outreach. Ensure services are offered and provided in a bias-free manner and that hiring, promotion, and firing of employees are bias-free.

Yes No Working towards compliance

Explain what has been done, what will be done:

VI. Personnel Management

A. Recruit, hire and promote personnel in a manner that best ensures that personnel reflect the communities that they serve.

Yes No Working towards compliance

Explain what has been done, what will be done:

B. Start the recruitment process early to promote a representative workforce.

Yes No Working towards compliance

Explain what has been done, what will be done:

C. Require employees to attend educational, professional and cultural awareness programs on racial and ethnic fairness for all personnel on a continuing basis.

Yes No Working towards compliance

Explain what has been done, what will be done:

VII. Data Management

A. Collect data as appropriate to measure compliance with leading practices identified in this Declaration to protect employee civil rights and promote racial and ethnic fairness.

Yes No Working towards compliance

Explain what has been done, what will be done:

VIII. Community Outreach

A. Engage in community outreach to increase awareness about the operations of their agency and its commitment to racial and ethnic fairness in delivery of services.

Yes No Working towards compliance

Explain what has been done, what will be done: