



# **How We Police and Engage with Our Community**

**GREENWICH POLICE DEPARTMENT**

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# TABLE OF CONTENTS

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Overview of Proactive Measures.....	3
Introduction .....	4
Emphasis on Constitutional Policing .....	5
Achievement of State Accreditation .....	5
Building the Best Police Force .....	5
Community Engagement.....	6
Racial Profiling .....	7
Use of Force.....	8
Closing Statement.....	10
Contact Information.....	11



## OVERVIEW OF PROACTIVE MEASURES

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- Emphasis on Constitutional Policing—We advance awareness of civil liberties and the protection of the civil rights of those we serve.
- Achieved Accreditation from the CT Police Officer Standards and Training Council
- Current GPD Policies:
  - Prohibit racial profiling
  - Strictly limit pursuits
  - Prohibit choke holds and recognize them as deadly force
  - Require officers to intervene in cases of excessive force by other officers
  - Restrict firing at, or from, vehicles
  - Require officers performing, or witnessing, a use of force to report it
  - Direct procedures for documenting, investigating and reviewing use of force
  - Require that use of force resulting in death or serious physical injury be investigated and reviewed by outside agencies
- The Connecticut Racial Profiling Prohibition Project ([www.ctrp3.org](http://www.ctrp3.org)): Greenwich Police don't exhibit a statistically significant racial or ethnic disparity in their traffic stop statistics.
- We emphasize the importance of higher education—About 60% of our officers have a college degree; over 85% have attended college.
- Most officers are trained and certified as Emergency Medical Technicians (EMT).
- Each officer trained on human relations, racial profiling, sexual harassment and equal opportunity.
- Supervisors trained on recognizing implicit bias.
- Robust process for receiving and investigating civilian complaints.
- We have increased our diversity; our current racial makeup resembles the community.
- Programs to facilitate engagement with the community
  - Community Impact Section
  - Special Victim's Section
  - School Resource Officers
  - Community and Police Partnership Program
  - Citizen's Police Academy (CPA)
  - Youth CPA
  - Middle School Police Mentorship Program
  - Houses of Worship outreach
  - Coffee with a Cop program
- Restorative Justice Programs
  - Juvenile Review Board
  - Substance Abuse Diversion Program
- Mental Health Engagement
  - Crisis Intervention Team (CIT) training
  - Partner with CT Department of Mental Health and Addiction Services
  - Use of Police Emergency Examination Request process to get emotionally disturbed individuals medical assistance versus criminal arrests.

## INTRODUCTION

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The Greenwich Police Department shares with the community in the outrage at brutal acts conducted by police officers against the public we are all sworn to protect. Those acts, and those who perpetuate them, are not who we are as guardians of this community.

We unequivocally believe that the preservation of life is the sacred obligation of every police officer. We also fundamentally believe that the protection of Constitutional Rights is an absolute duty of each one of us. We subscribe to the principle that we police the community in partnership with those we serve.

We recognize that many in the public are seeking change in the way policing is conducted across the nation. GPD is always pursuing ways to improve itself and we will continue to dialogue with our community, others in our profession and our legislative representatives for positive change that reinforces our commitment to protecting everyone in the community.

During this time of discussion about policing, we wanted to share with you some of the practices, initiatives and policies your Greenwich Police Department has in place.





## EMPHASIS ON CONSTITUTIONAL POLICING

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Our mission statement, oaths, policies, and customs are based on the concept of Constitutional Policing. This goes beyond just following the dictates of the U.S. and State Constitutions, State and Federal law, court decisions and regulations.

We advance our officers' awareness of civil liberties and the protection of the civil rights of those we serve.

This emphasis builds public trust and improves community relations.

## ACHIEVEMENT OF STATE ACCREDITATION

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On November 14, 2019 the Greenwich Police Department was accredited by the State of Connecticut Police Officer Standards and Training Council at the Tier 1 level. We are currently working on Tier 2. ([www.greenwichct.gov/1579/Accreditation](http://www.greenwichct.gov/1579/Accreditation))

Accreditation demonstrates this agency's voluntary compliance with contemporary, international standards of excellence for the delivery of policing services.

In addition, it builds community trust that the Police Department is operating efficiently, with accountability and in accordance with professional norms.

## BUILDING THE BEST POLICE FORCE

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We have an exhaustive hiring process which includes extensive background investigations with criminal history checks, multiple levels of interviews, polygraph exams, and psychological examinations. Officers receive almost nine months of training and are initially on an 18-month probationary period. Those who fail to meet standards have their employment terminated.



We have worked hard to ensure that the diversity of our officers reflects the community we serve. We have drastically improved hiring in the last few years to achieve this goal and we continue to work on diversifying our supervisory ranks.

We emphasize the importance of higher education—over 85% of our officers have attended college, with about 60% holding a degree. Studies have shown that officers with higher education are less likely to use force and receive fewer civilian complaints.

Our officers undergo a minimum of 60 hours of review training every three years with topics including interacting with emotionally disturbed persons, use of force, juvenile law and other mandatory areas.



Each one of our officers receives training on employment topics including sexual harassment, equal opportunity and other critical issues.

We have partnered with outside agencies to assist us in human relations training. For example, over the last few years the Connecticut Alliance to Benefit Law Enforcement (CABLE) has trained and certified almost a third of our officers on Crisis Intervention Team (CIT) training, and just a few months ago the Anti-Defamation League (ADL) trained all the Department's supervisors on implicit bias in law enforcement.

GPD has a dedicated policy for the receipt and investigation of civilian complaints. There are multiple ways to submit one (see Contact Information below) and each is reviewed at the executive level of the Police Department. Logs are maintained to account for every civilian complaint and internal affairs investigation.

## COMMUNITY ENGAGEMENT



We emphasize to each officer the importance of building positive relationships with members of the community—we reinforce the messaging that every citizen contact has the potential to improve or harm the public trust.

We have a dedicated Community Impact Section which consists of officers who are focused on addressing hyper-local issues and who periodically meet with community groups. They also coordinate the Community and Police Partnership Program (CAPP) which fosters collaboration between the police and community.

Through the Town of Greenwich, we receive input from citizen surveys on how well the police department is doing and take remedial action accordingly.

We have two School Resource Officers assigned to Greenwich High School and officer liaisons assigned to every other school in town, public or private.

We conduct a Citizen's Police Academy (CPA) which allows the public to obtain a more detailed understanding of how their police department operates. We also conduct a shorter version for middle school-aged children in the summer.

We participate in a middle school police mentorship program for at-risk youth.

We conduct periodic outreach to the houses of worship in town.

We have a Coffee with a Cop program where the public may engage with their police in a relaxed atmosphere to ask questions or just get to know officers.

We established and continue to support restorative justice programs, such as the Juvenile Review Board (JRB). The JRB allows for the diversion of potentially delinquent juveniles away from the criminal justice process and assists them in getting on a more positive and productive path.

To address the increasing dangers of opioids, GPD partners with the Town's Department of Human Services to divert substance abusers away from the court system and into treatment services.

GPD continues to train its officers on the challenges of dealing with emotionally disturbed persons directing them to appropriate treatment services. We partner with the local office of the Connecticut Department of Mental Health and Addiction Services to bring mental health clinicians to the scenes of crises so that the most appropriate help may be provided.



## RACIAL PROFILING

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Greenwich Police policy expressly prohibits the stopping, detention or search of any person when such action is solely motivated by considerations of race, color, ethnicity, age, gender, sexual orientation, religion or membership in any protected class. As stated in our policy, "Targeting groups or individuals for law enforcement action, including motor vehicle stops, based solely on illegal profiling is unethical and illegal."

We fully comply with the regulations and programs set forth in Connecticut General Statutes for the gathering of statistical information on police traffic stops and enforcement actions, including the Alvin W. Penn Racial Profiling Traffic Stop Law.

The Connecticut Racial Profiling Prohibition Project has been studying traffic stop statistics for several years; in their report published in May 2020, the Greenwich Police Department did not exhibit a statistically significant racial or ethnic disparity in its traffic stop statistics.

We continue to emphasize the importance of recognizing implicit bias and train our officers accordingly.

## USE OF FORCE

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The Greenwich Police Department has a comprehensive use of force policy in place that dictates when and how force is used. It specifically “recognizes and respects the value of each and every life.” It requires that officers “shall use only that force that is necessary to effectively bring an individual under control, while protecting the life of oneself or a third party.” The policy states that the selection of force options is made in response to the level of resistance from the person officers are trying to control. It identifies the following factors for consideration for the use of force: seriousness of the crime, the level of threat or resistance presented by the suspect, risk of apparent attempt to escape by the suspect, and whether the suspect is posing an imminent threat to officers or others.

Members of the Department are only authorized to use that force which is necessary to accomplish lawful objectives. The authorized force ends when the resistance ceases, and/or the officer has accomplished the purpose necessitating force. The concept of de-escalation is critical.

When feasible, officers identify themselves as Police Officers and issue verbal commands and warnings prior to the use of force. Officers have an affirmative obligation to intervene when another officer uses excessive force.

Deadly force is only justified when an officer reasonably believes that such force is necessary to defend the officer or a third person from imminent threat of death or serious physical injury or to effect the arrest or prevent the escape of someone whom they believe has committed, or has attempted to commit, a felony involving the infliction, or threatened infliction, of death or serious physical injury AND the officer reasonably believes the person still poses a significant threat of death or serious physical injury to the officer or other persons.

GPD officers are prohibited from firing at or from moving vehicles unless officers reasonably believe deadly force is needed to defend the officer or a third person from deadly force. Officers will not fire at a vehicle except under extreme circumstances.



Officers are directed to use only that force reasonable to overcome resistance or accomplish the police task. We reinforce the importance of preserving life and recognize officers for successfully resolving incidents without the use of force. Choke holds, or neck restraints, are considered deadly force and are prohibited. Tactical withdrawal is advised to be a reasonable option for officers when considering the totality of the circumstances, the severity of the crime and the threat.



Any time someone has visible injuries or complains of being injured, medical care must be provided. The vast majority of Greenwich Police officers are trained and certified as Emergency Medical Technicians (EMT), while the rest are certified one level lower as Emergency Medical Responders (EMR). This reinforces our focus on the preservation and protection of life and enables our officers to render immediate medical care to anyone in need.

GPD has a separate policy dedicated to the reporting and investigation of use of force by its officers. This policy requires specific actions by officers involved in, or even only witnessing, the use of force. There are additional documentation and review requirements for supervisors and commanders.

Any officer who engages in, or witnesses, reportable uses of force and fails to report it is subject to discipline. Incidents involving the use of deadly force by Greenwich Police Officers are investigated by outside agencies, usually the Connecticut State Police, and are reviewed by prosecutors from outside this judicial district.

Greenwich Police appreciates the advantages of having police officers wear body cameras. We have tested the use of them and have requested their purchase within our capital budget requests to the Town. We fully expect to be fielding them within the next 12-36 months.

## CLOSING STATEMENT

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The above is only a portion of the activities that the Greenwich Police Department conduct in support of providing the best possible police support to the community it serves. We continually strive to improve and collaborate with the public. We appreciate the intensity of the desire for change in the criminal justice process and seek to engage in dialogue with those sincerely interested in enhancing the quality of the police service we provide.



# CONTACT INFORMATION

## Greenwich Police Website

<https://www.greenwichct.gov/345/Police>

## Contact Us

<https://www.greenwichct.gov/FormCenter/Police-4/Contact-Us-62>

## Citizen Comment Program

<https://www.greenwichct.gov/396/Citizens-Comment-Program>

## Civilian Complaint Program

<https://www.greenwichct.gov/403/Civilian-Complaint-Forms>

## Citizen Appreciation Program

<https://www.greenwichct.gov/394/Citizens-Appreciation-Program>

**Non-Emergency Telephone Directory**

**203-622-8000**

**Non-Emergency Dispatch Center**

**203-622-8004**

**Desk Sergeant (24hrs)**

**203-622-8007**

**Office of the Chief of Police**

**203-622-8010**

