



Goldsboro Police Department Office of the Chief of Police

News Release | Departmental Use of Force Policy & CALEA Update

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In light of recent events across the country, communities have raised legitimate concerns regarding procedures and practices of their local police departments, with concerns ranging from the use of force, to racial biases in policing, to police accountability and transparency. These issues are rightly at the heart of any community's relationship with its police department and must be addressed at all times.

The following information is meant to inform the community of the policies and training currently in place at the Goldsboro Police Department, and to provide an update to the community of the progress in our CALEA Accreditation process. The Goldsboro Police Department's policies are evaluated at least annually, and revised if necessary, to ensure compliance with legal updates, best practices, and accreditation standards.

Policies Regarding Use of Force

- Chokeholds and Strangleholds (Current Policy)
 - Except when there is reason to believe that imminent threat of death or serious bodily injury exists and no other option is available, officers should avoid the use of choke holds.
- De-escalation (Current Policy and Training)
 - When time and circumstances reasonably permit, officers shall use de-escalation tactics in order to reduce the need for force. De-escalation tactics and techniques are actions used by officers that seek to minimize the likelihood of the need to use force during an incident and increase the likelihood of voluntary compliance.
- Warning Before Shooting
 - Not specifically stated in policy.
- Exhaust All Alternatives Before Shooting (Current Policy)
 - Although the law justifies the reasonable and necessary use of force under the conditions outlined in this policy, the officer should always use the most peaceful means at his/her disposal when effecting an arrest. If assistance can be summoned, it should be used to prevent the need of deadly force. In no event will officers of this Department use deadly physical force unless his/her own life or that of another person is in imminent danger.



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- **Duty to Intervene (Current Policy)**
 - Reporting Violations of Laws, Ordinances, Rules, Orders: Officers and employees knowing of other members or employees violating laws, ordinances, rules of the Department, or disobeying orders, shall report same in writing to their superior officer. If the officer or employee believes that the information is of such gravity that it must be brought to the immediate attention of the Chief of Police, official channels may be passed.
 - **Shooting at Moving Vehicles (Current Policy)**
 - Firing at or from a moving vehicle will not be employed (unless the imminent danger requirement exists).
 - **Use of Force Continuum (Current Policy)**
 - The response to resistance and aggression by police officers of the Goldsboro Police Department will be progressive in nature whenever possible. The following are options in the use of force decision making process:
 - Professional Presence-Verbal Command
 - De-escalation Tactics and Techniques
 - Physical Force
 - Less Lethal Force
 - Deadly Force
 - Officers will initiate their response to resistance or aggression at the lowest level reasonable, however officers can enter the continuum at any level that is reasonable based upon the situation.
 - Officers may escalate through the levels of force when necessary to accomplish lawful objectives, but force will be used in a reasonable manner based upon the threat facing the officer.
 - An officer's use of force is a response to the subject's behavior and does not specifically follow a preset order of escalation. An officer must continually assess a subject's behavior to allow for appropriate escalation/de-escalation in the use of force.
 - Warning: Officers should be advised that nothing in the law or this policy statement constitutes justification for willful, malicious, or criminally negligent conduct by any person which injures or endangers any person or property, nor shall it be construed to excuse or justify the use of unreasonable or excessive force.
 - **Comprehensive Reporting (Current Policy)**
 - Use of Force reporting and an Administrative Review is required for all uses of force beyond mere restraint.



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CALEA Accreditation Progress

The Commission on Accreditation for Law Enforcement Agencies Inc. (CALEA) developed and maintains the standards, and administers the accreditation process. CALEA Accreditation is a voluntary program that outlines standards required for adherence to best practices within law enforcement with a focus of achieving the best outcomes in service delivery. The benefits of accreditation include greater accountability and transparency, an emphasis on community-oriented policing, tools for review and measurement of Department efforts, and limiting the liability and risk exposure of officers and the Department. The Department is pursuing this accreditation because of the positive impact it has made and will continue to make for employees and the community.

With regard to the department's progress toward earning our CALEA accreditation, we have been in the Self-Assessment phase since our enrollment with CALEA, in August of 2017. During this phase we reviewed and revised our policies and procedures to ensure we met the approximately 353 accreditation standards required. In early June of 2020 the department successfully completed the Web-Based Assessment, which consisted of a pool of CALEA assessors reviewing all of our policies and procedures over a ten-day period. The next step in the process involves a Site-Based Assessment, which is occurring the week of July 20th.

Due to restrictions resulting from the COVID-19 pandemic, the Site-Based Assessment will be conducted remotely, with assessors virtually touring the Public Safety complex and interviewing members of the department. Additionally, during this week, a public hearing and call-in will take place, allowing citizens to discuss the efforts of the department, on an unrecorded phone line, throughout the accreditation process. At the completion of the Site-Based Assessment, a recommendation will be made to the CALEA Commissioners on behalf of the Goldsboro Police Department.

Once recommended for accreditation, the final decision is made by the Board of CALEA Commissioners. After this occurs, the department will be assigned to an Agency Review Committee, requiring the Chief of Police to attend a public review hearing where the findings of the entire assessment process will be discussed. A successful hearing before the Agency Review Committee will result in a CALEA Accreditation Award for the Goldsboro Police Department.

A handwritten signature in black ink that reads "Michael D. West".

Michael D. West
Chief of Police