

## **Eight Can't Wait**

We have received inquiries in regard to the Holland Department of Public Safety and the policies described in 8 Can't Wait. **The short answer is that all eight are already being done by the Holland Department of Public Safety.** Here are the details:

### **1. Ban chokeholds and strangleholds**

The Holland Department of Public Safety has not and does not permit chokeholds or strangleholds. Every year all HPD officers attend multiple trainings on the use of force, which includes various restraint techniques which are legally defensible. Chokeholds and strangleholds are not legally defensible. The Holland Department of Public Safety does not train on them and does not permit our officers to employ them.

### **2. Require De-escalation**

The Holland Department of Public Safety officers have trained de-escalation for years and continue to do so. In 2020 alone, the total number of hours logged for officers being trained in de-escalation was 539.5 hours for full time officers and 75.5 for reserve officers. All training was discontinued in March due to the COVID-19 virus, so this amount of training occurred in less than 3 months. Once we return to normal activities we plan to continue these (and other) trainings.

### **3. Require Warning before shooting**

Holland Department of Public Safety policy requires, and we train that, a warning must be given if feasible prior to shooting. There may be circumstances when immediate action must be taken to protect a person's life when, if the time is taken to give a warning, a person will likely be killed. Only in those cases would it be permissible to not give a warning first.

### **4. Exhaust all alternatives before shooting**

Holland Department of Public Safety policy requires that all "reasonable alternatives must be exhausted" before shooting.

### **5. Duty to Intervene**

Holland Department of Public Safety requires officers to intervene if the officer witnesses another officer engaged in inappropriate conduct. In fact, considering the recent incident in Minneapolis, at a recent supervisor meeting we reminded the sergeants of this and instructed them to have that discussion with their officers to specifically remind them of this requirement.

### **6. Ban Shooting at Moving vehicles**

Holland Department of Public Safety policy does not allow shooting at or from a moving vehicle in most cases and specifically lists incidents such as vehicle pursuits, stolen vehicles or running roadblocks as being prohibited. The only exception would be extreme circumstances when needed to protect life. This could be a situation such as a person using a vehicle as a weapon driving into a crowd of people. But even then, policy requires that officers take into consideration the surroundings and safety of bystanders as well as the inability to control a vehicle if the driver is incapacitated.

### **7. Establish Use of Force Continuum**

The Holland Department of Public Safety has used, trained to and developed our policies around the Use of Force Continuum for as long as current staff has been with the department. Over the years, the

continuum has changed from time to time to comply with changes in case law and we continuously monitor our policy to make sure it is up to date with current requirements.

**8. Require all force be reported**

The Holland Department of Public Safety Policy requires that if any level of force is used, a report must be completed. There are no exceptions. Each of these reports is reviewed and tracked by command officers as well as the training sergeant.

**In addition to the 8 Can't Wait Policies, The Holland Department of Public Safety adds the additional criterion:**

**Train and train regularly.**

Proper and repeated trainings in these and many other topics are necessary for officers to comply with the expectations of policy and for officers to conduct themselves in a manner which is legally defensible. The Holland Department of Public Safety has made training a priority for many years. In 2019, the HDPS logged over 11,500 training hours for regular officers. Policies or written directives, in order to be effective and followed, require proper and continuous training. The Holland City Council has supported the department's training priority by providing the funding necessary to send officers to the trainings the Holland Department of Public Safety believes are necessary for a professional police agency. We continue to be committed to train and train regularly.