



Questions Regarding Hiring Process, Police Procedures and Policies

1. Are the officers in Riverside thoroughly vetted?

Yes. The members of the Riverside Board of Fire and Police Commissioners are responsible for recruiting, selecting and appointing qualified candidates for positions as police officers.

The police recruitment and selection process requires the following:

1. Written application with references
2. Written examination
3. Oral interview by the Board of Fire and Police Commissioners
4. Polygraph examination
5. Psychological examination
6. Medical examination
7. Background check and Investigation

Once hired, officers attend a 16-week training academy. The academy includes training on implicit bias and procedural justice. Once a new officer successfully completes the training academy, they participate in a 3-month field training program, where they shadow various field training officers on different shifts who are tasked with preparing new officers for independent patrol work.

2. Are the police officers in Riverside being trained to de-escalate altercations by using peaceful conflict resolution strategies?

Yes.

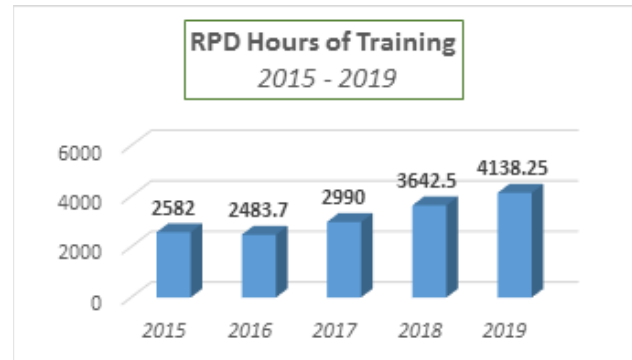
The Illinois Law Enforcement Training and Standards Board, the state agency mandated to oversee training requirements, curriculum and standards requires the following training for officers:

- Civil Rights
- Constitutional and Proper Use of Law Enforcement Authority
- Cultural Competency (including implicit bias and racial and ethnic sensitivity)
- Human Rights
- First Responder Procedural Justice (including impartiality, reasonable use of force, **de-escalation training**, crisis intervention team training, verbal and non-verbal communication, bias awareness, language and cultural responsiveness); and,
- Mental Health Awareness (this training also includes de-escalation).



QUESTIONS REGARDING POLICE PROCEDURES

All Riverside Officers are up to date on training mandated by the State. Supervisors review high-risk calls and amend training and/or procedures as needed. Over the past 5 years, the Village continued to invest in officer training as illustrated in this table.



3. Are the police officers in Riverside forbidden from using carotid restraints (chokeholds, strangleholds, etc.)?

Yes, carotid restraints are forbidden, per department policy.

4. Are the police officers in Riverside required to intervene if they witness another officer using excessive force?

Police officers shall intervene when excessive force is being exhibited. Officers using any type of force are accountable for its use. In all allegations of excessive force, an internal investigation will commence by the order of the Chief of Police and where found, may result in discipline ranging from reprimand through suspension or termination.

5. Are the police officers in Riverside forbidden from shooting at moving vehicles?

Police officers in Riverside will not discharge a firearm at or from a moving vehicle unless the use of deadly force is justified.

6. Is there a clear and enforced use-of-force continuum that details what weapons and force are acceptable in a wide variety of civilian-police interactions?

The Riverside Police Department General Order regarding use of force, specifically "Force Necessary to Accomplish Objectives" outlines the use of force continuum that an officer follows in a variety of interactions. The use of force continuum provides for:

- Officer Presence
- Verbal Direction
- Empty-Hand Control
- Intermediate Weapons
- Lethal Force



QUESTIONS REGARDING POLICE PROCEDURES

7. Are the officers in Riverside required to exhaust every other possible option before using excessive force?

Pursuant to Riverside policy, officers shall use only the force necessary to accomplish lawful objectives, not excessive force. While force may be used in certain circumstances, it shall be to accomplish lawful objectives and only to the extent reasonably necessary in light of the circumstances confronting the officer. Riverside Police Department policy is explicit that officers using any type of force are accountable for the force that was used. The Riverside Police Department takes all use of force incidents seriously and is committed to review and evaluate all use of force incidents.

8. Are the officers in Riverside required to give a verbal warning to civilians before drawing their weapon or using excessive force?

Riverside policy provides that when an officer is faced with an arrest situation, whenever feasible, the officer should advise the subject that they are under arrest prior to the commencement of physical action. Officers shall use force only to the extent reasonably necessary to accomplish lawful objectives in light of the circumstances confronting the officer, not excessive force. Officers using any type of force are accountable for the force that was used. The Riverside Police Department takes all use of force incidents seriously and is committed to review and evaluate all use of force incidents.

9. Are the officers in Riverside required to report each time they threaten to or use force on civilians?

Yes. Policies of the Riverside Police Department require the reporting and review of each instance by a department supervisor.

10. Are the officers in Riverside trained to perform and seek necessary medical action after using excessive force?

It is the policy of the Riverside Police Department that if an injury is alleged or results from a police officer's use of force medical aid and/or paramedics will be requested. Equipping officers with tourniquets and First Responder certification.

11. Is there an early intervention system enforced to correct officers who use excessive force? Additionally, how many complaints does an officer have to receive before they are reprimanded?

The Riverside Police Department records, reviews and evaluates every incident that involves use of force by an officer.

The Riverside Police Department takes all use of force incidents seriously and is committed to review and evaluate all use of force incidents. Therefore, there is no specific number of complaints that will warrant a predetermined level of discipline. Discipline up to and including reprimand, suspension or termination may result from a single incident, where warranted, based upon the totality of the circumstances.



QUESTIONS REGARDING POLICE PROCEDURES

12. Is there a report on civilian deaths that occurred in custody as a result of use of excessive force by a police officer?

There have been no civilian deaths that have occurred in the custody of the Riverside Police Department, due to use of force by Riverside Police.

In the event that a civilian death was to occur in custody, for any reason, police department policy would require an investigation by the Illinois State Police.

General Information

Steps taken by the department to reduce encounters that require use of force:

- Increased training hours on de-escalation.
- Many of the sworn officers have completed or are in the process of completing a 40-hour Crisis Intervention Tactics de-escalation course;
- Debriefs for every officer involved in a critical incident;
- Partnering with social workers to assist the department with providing mental health services for individuals that officers come in contact with that are in need of those services.
- Updating Response to Resistance (Use of Force) policy and other related policies.

Our commitment to you

We will continue to listen to the needs of our community. We are committed to providing our community with police services that recognize the dignity and respect for all residents and visitors of the Village of Riverside.

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