

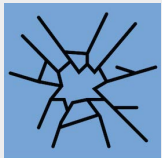
CAMPAIGN ZERO



AN AGENDA TO END POLICE VIOLENCE

Over 1,000 people are killed by police violence each year in America. We can end this violence by implementing research-based policy solutions at every level of government.

This agenda outlines a set of policy solutions that can effectively reduce police violence nationwide. It includes policies that have effectively reduced police shootings and other forms of police violence in places that have implemented them. By scaling up what works we can achieve substantial reductions in police violence nationwide - saving lives and making communities safer.



END BROKEN WINDOWS POLICING

Only 5% of all arrests made in America are for violent crimes. Meanwhile, the vast majority of arrests are for low level offenses that pose no threat to public safety. Police departments should decriminalize or de-prioritize enforcement of these issues. And cities should begin scaling up the role of mental health providers, substance abuse counselors and other community-based responses to these issues that are [more effective](#) and that do not risk exposing communities to police violence.

- Decriminalize or de-prioritize enforcement of low-level offenses, including drug possession, public intoxication, loitering, jaywalking, disorderly conduct and prostitution.
- Establish enforceable bans on police racial profiling as well as bans on the use of [consent searches](#), [pretext stops](#) and [stop-and-frisk](#). (Examples of these policies include the [NYC Racial Profiling ban](#), [NYC Stop-and-Frisk reform](#), [Rhode Island consent search ban](#))
- Establish alternative responses to mental health crises and issues like homelessness and substance abuse, including by deploying first responder teams of mental health providers and community intervention workers to the scene to handle these issues instead of police officers. ([Eugene Oregon "Cahoots" First Responder Program](#))
- Reduce police budgets in accordance with the reduction in policing that results from ending the enforcement of low-level offenses and redistribute these funds into scaling up community-based alternatives



END FOR-PROFIT POLICING

Police departments should not be allowed to profit from aggressively ticketing, issuing fines, and confiscating property from communities. And when police are sued for misconduct, they should have to bear the burden of paying all financial costs associated with their actions.

- Establish a cap on the amount of revenue that can be raised through municipal fines and fees. ([Missouri law](#))
- Prohibit police from seizing cash and property from civilians who haven't been convicted of a crime and prohibit police from participating in the federal "Equitable Sharing" program to seize these assets. ([New Mexico law](#))
- Require police departments to pay misconduct settlements from their own budgets, rather than taking this money from programs that support communities.



LIMIT USE OF FORCE

Police departments with more restrictive use of force policies - like banning chokeholds and requiring de-escalation - are less likely to kill people. And more restrictive use of force policies are safer for officers, too. Yet, most police departments still have not adopted these policies and most states still have not passed laws requiring them to.

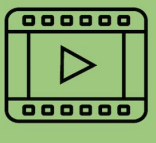
- Restrict deadly force to be authorized only when strictly necessary to protect life after all other reasonable alternatives are exhausted, including the use of de-escalation and non-lethal force techniques. ([Tennessee deadly force law](#); [UN deadly force standard](#))
- Require police departments to report and publish online data on all uses of force, including when they point guns at people, as well as any misconduct complaints and disciplinary consequences resulting from these incidents. ([New York use of force reporting law](#), [Chicago police misconduct complaints dashboard](#))
- Require officers to use de-escalation whenever possible ([Campaign Zero use of force policy](#))
- Ban officers from using chokeholds, strangleholds or any other neck restraints
- Ban officers from shooting at vehicles
- Establish an Early Intervention System that identifies officers with high rates of use of force, racial disparities, and misconduct complaints and intervenes to address these practices up to and including through termination
- Pass legislation creating a police misconduct database and prohibit officers who are fired or resign under investigation for serious misconduct from being rehired ([Connecticut law](#))



DEMILITARIZATION

The federal 1033 program transfers military weapons to police departments, including grenade launchers and tanks. Departments that receive more of these weapons are [more likely](#) to kill

- Prohibit cities and counties from using federal funds to purchase military equipment. At minimum, city council approval should be required prior to obtaining this equipment. ([Montana law](#))
- Prohibit warrantless surveillance, require police to report how they use surveillance tools, and require city council approval prior to purchasing them.



BODY CAMERAS/FILM THE POLICE

Research shows that body cameras do not prevent police violence from happening, but they do increase the chances that officers will be disciplined or even prosecuted for these incidents. Body cam programs need clear policies that ensure they aren't used to surveil marginalized communities.

- Establish policies governing the use of body cameras that ensure public access to footage, prevents storage of non-essential footage, requires officers to record while on-duty, includes specific disciplinary consequences for violations, and prohibits the cameras from being used with biometric scanning and other surveillance technologies. ([ACLU model body camera policy](#))
- Strengthen the right to film the police and provide legal assistance for individuals to sue law enforcement agencies if they take or destroy recording devices. ([Colorado law](#))



INDEPENDENT INVESTIGATIONS

Only 1% of all killings by police lead to an officer being charged with a crime. And while the federal government has the power to step in and investigate officers and their departments, they lack the resources to do this at the scale needed to change policing outcomes in America.

- Require independent investigations and prosecutions of police officers. ([Connecticut law](#))
- Authorize the state Department of Justice to investigate police departments for a pattern or practice of unconstitutional policing and require departments to reform ([California law](#))
- Establish automatic federal and/or state civil rights investigations of all police departments with the highest rates of police violence and the most severe racial disparities in America.
- Pass legislation in Congress making it easier for federal prosecutors to charge officers by removing the requirement that they prove an officer intended to commit civil rights violations.



TRAINING

The average police recruit spends 58 hours learning how to shoot and only 8 hours learning how to de-escalate. Police training needs to be dramatically restructured to emphasize de-escalation and to identify and hold accountable officers who exhibit evidence of violence and/or bias.

- Pass legislation shifting resources from "warrior" trainings and firearms trainings to instead focus on de-escalation and limiting use of force. ([Utah law](#), [Maryland law](#)).
- Establish and fund community-led trainings that teach police how to treat communities with dignity and respect.



COMMUNITY REPRESENTATION

The nation's police force does not represent the diversity of America's communities. Resources should be used to hire civilians from communities most impacted by policing - and employing them in non-police roles that help reimagine public safety.

- Implement a hiring freeze for police and shift existing resources from hiring more police to instead hire civilian first responders, conflict de-escalators, and violence interrupters from underrepresented communities.



COMMUNITY OVERSIGHT

Empowered community oversight structures can play an important role in holding individual officers accountable and pushing for systemic changes within police departments. Yet, nationwide only a few cities have oversight structures with the power to change policing policies or discipline police officers for misconduct.

- Strengthen community oversight structures to hold police accountable and set police department policy. (San Francisco Charter Policies on [Police Commission](#) and [Office of Citizen Complaints](#))



FAIR POLICE UNION CONTRACTS

Police union contracts and statewide police bill of rights laws make it harder to investigate and hold officers accountable for misconduct. Cities with police union contracts have higher rates of police misconduct complaints and more killings of unarmed people.

- Remove provisions within state police bill of rights laws and local police union contracts that impose [barriers to accountability](#) including provisions that:
 - Disqualify misconduct complaints if investigations take a year or longer to complete
 - Restrict or delay interrogations of officers
 - Give officers the evidence against them and names of their accusers prior to interrogations
 - Limit officer discipline/community oversight or allow police to get reinstated by arbitrators
 - Require cities to give officers paid leave when they commit misconduct or;
 - Erase or otherwise limit public access to police misconduct records. ([Illinois bill](#))

**“SHIFT EXISTING RESOURCES FROM POLICE TO
INSTEAD HIRE CIVILIAN FIRST RESPONDERS,
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INTERRUPTERS FROM UNDERREPRESENTED
COMMUNITIES”**