



## **FACT SHEET: CHICAGO POLICE DEPARTMENT CONSENT DECREE**

The Illinois Attorney General's Office and the City of Chicago (City) have reached agreement on a draft consent decree to reform the Chicago Police Department (CPD). The consent decree calls for substantial and wide-reaching reform of CPD's policies, practices, training, and accountability mechanisms to address use of force, police accountability and discriminatory policing; improve public and officer safety; and build trust between CPD and Chicago's residents.

The full consent decree can be viewed at [www.chicagopoliceconsentdecree.org](http://www.chicagopoliceconsentdecree.org). Members of the public have an opportunity to review the consent decree and provide their input during a 21-day period that will end on August 17, 2018.

Key provisions include:

### **USE OF FORCE & FORCE REPORTING**

- Enhances CPD's de-escalation tactics.
- Requires officers to provide life-saving aid.
- Requires tracking and analyzing all foot pursuits and, if recommended by the independent monitors, adopting a new foot pursuit policy.
- Further restricts officers from shooting at moving vehicles.
- Requires CPD to adopt a policy prohibiting the use of Tasers for flight alone and strongly discourages the use of Tasers in schools and on students.
- Requires monthly publication of use of force data.

### **COMMUNITY POLICING & IMPARTIAL POLICING**

- Integrates community policing principles in all CPD operations.
- Requires structure and oversight for CPD officers in Chicago schools.
- Improves CPD interactions with diverse communities.
- Ensures access for individuals with disabilities.
- Requires CPD to incorporate community input into key CPD operations.

### **ACCOUNTABILITY & TRANSPARENCY**

- Improves transparency at all stages of misconduct investigations. Requires that every complaint to the City and the Civilian Office of Police Accountability (COPA) receive a unique tracking number that will be linked with all stages of the process. By 2020, allows members of the public to track the status of complaints on-line.
- Requires COPA and CPD's Bureau of Internal Affairs (BIA) to complete investigations within 180 days, and the districts to complete investigations within 90 days.
- Requires the City to ensure adequate staffing levels and training for COPA and CPD internal investigators.
- Addresses the code of silence and officer collusion.
- Improves independence and transparency of gender-based misconduct investigations, including requiring automatic investigations of officer-involved domestic violence allegations and extensive review and public reporting on each investigation of officer-involved sexual misconduct and assault.

- Requires CPD and the City to use their best efforts to renegotiate collective bargaining provisions, including the prohibition on anonymous complaint investigations and revealing complainant identities prior to administrative interviews.
- Establishes transparency into misconduct investigations and CPD-related lawsuits by requiring on-going and annual publication of data.

## **RECRUITMENT, HIRING, & PROMOTION**

- Improves recruitment and hiring diversity efforts.
- Assesses fairness and transparency in supervisor promotions.

## **TRAINING & SUPERVISION**

- Improves training for probationary officers in the Field Training Program.
- Requires 40 hours of annual, in-service training.
- Expands supervisor training by requiring supervisors to have ongoing, in-service training on topics including managerial and leadership skills.
- Lowers the number of officers per supervisor to one sergeant for every 10 officers and ensures that officers have one consistent supervisor.

## **OFFICER WELLNESS**

- Improves efforts to destigmatize officer wellness programs.
- Develops and implements a comprehensive suicide prevention initiative.
- Increases CPD's licensed mental health professional staff from three to at least 10.

## **CRISIS INTERVENTION**

- Enhances training requirements by requiring CPD to begin providing at least eight hours of ongoing training every three years.
- Requires CPD to document and track all service calls involving individuals in crisis, and adopt a demand-driven model for staffing crisis intervention-certified officers.
- Requires crisis intervention training for all CPD officers.

## **DATA MANAGEMENT**

- Requires CPD to create and implement an electronic case management system by 2020.

## **INDEPENDENT MONITOR**

- Requires evaluation by an independent monitor who will publicly report on consent decree progress and assist the federal judge overseeing the case with enforcement.
- A Request for Proposals (RFP) was issued on July 27, 2018. Responses are due Sept. 4 and will be posted at [chicagopoliceconsentdecree.org](http://chicagopoliceconsentdecree.org) for public comment. A public forum will also be held with independent monitor finalists.
- The Attorney General's Office and the City will consider all information gathered during the monitor selection and make recommendations to the federal judge overseeing the case for consideration and approval.

## **IMPLEMENTATION, ENFORCEMENT, & MONITORING**

- Filed in federal court, the consent decree will operate as a federal court order once approved by a judge.
- Terminates only when the City and CPD have demonstrated full and effective compliance.