



CHICAGO POLICE DEPARTMENT CONSENT DECREE

On January 31, 2019, a federal judge approved a consent decree negotiated by the Illinois Attorney General's Office and the City of Chicago that will institute comprehensive reforms of the Chicago Police Department (CPD). Key provisions of the consent decree include:

USE OF FORCE

- **Enhanced de-escalation tactics** – CPD will require officers to de-escalate potential and ongoing use of force incidents through the use of techniques, including slowing the pace of an incident, verbal warnings, and the use of trauma-informed communication.
- **Reporting the pointing of a firearm** – Officers must notify the Office of Emergency Management and Communications of investigatory stops and arrests in which a CPD officer points a firearm at a person. All reported incidents will be reviewed both by an immediate supervisor as well as by a designated unit at the CPD headquarters level.
- **Tracking and analysis of foot pursuits** – CPD will track and analyze the frequency with which officers engage in foot pursuits. The Independent Monitor will assess CPD's data and determine whether CPD needs to adopt a foot pursuit policy.

COMMUNITY POLICING & IMPARTIAL POLICING

- **Structure and oversight for CPD officers in Chicago schools** – CPD must develop selection criteria for school-assigned officers and a policy that clearly defines their roles. CPD will consider input from students, families, school personnel, and community stakeholders in developing or revising policies and training for school-assigned officers.
- **Enhanced protections for individuals with disabilities** – CPD's policies and practices will ensure access for individuals with disabilities including by providing reasonable accommodations, ensuring effective communication, and designating an Americans with Disabilities Act (ADA) liaison.
- **Ongoing assessment of enforcement practices** – All misdemeanor arrests and administrative citations will be assessed by CPD on an annual basis for race and gender-based disparate impact. CPD must publish the data underlying each assessment.

ACCOUNTABILITY & TRANSPARENCY

- **Renegotiation of CBA provisions** – Requires the City and CPD to use best efforts to renegotiate collective bargaining provisions, including the affidavit requirement, the bar on anonymous complaints, and the destruction of disciplinary records.
- **Addressing the code of silence and officer collusion** – CPD must adopt policies and practices to encourage and protect officers who report misconduct and expressly prohibit retaliation against members of the public who report misconduct.
- **Improved independence and transparency in gender-based misconduct investigations** – Requires the City to use best efforts to expand COPA's authority to conduct administrative investigations of officer-involved sexual misconduct. Provides for automatic investigations of officer-involved domestic violence and extensive review and public reporting on each investigation of officer-involved sexual misconduct and assault.

RECRUITMENT, HIRING & PROMOTION

- **Improved recruitment, hiring, and promotional efforts** – CPD must conduct routine assessments to identify strategies for attracting, hiring, and promoting qualified applicants who reflect a broad cross section of the Chicago community. CPD will make its implementation plans publicly available.

TRAINING & SUPERVISION

- **Enhanced field training program** – Limits the ratio of field training to probationary officers to 1:1 and requires CPD to consider officer feedback in its annual evaluation of the field training program.
- **Comprehensive annual training** – Requires CPD to provide all officers with 40 hours of comprehensive, mandatory in-service training by 2021. Requires 24 hours in 2019.
- **Improved supervisory staffing model** – Lowers the number of officers per supervisor to one sergeant for every 10 officers and ensures that officers have one consistent supervisor.

OFFICER WELLNESS

- **Destigmatizing officer wellness programs** – Requires the development and implementation of training and a communications program related to officer wellness as well as the development of a comprehensive suicide prevention initiative.
- **Improved access to mental health services** – CPD must increase the number of licensed mental health professional staff from three to at least 10.

CRISIS INTERVENTION

- **Enhanced training requirements** – CPD must provide all officers with regular crisis intervention training. Certified crisis intervention officers will now receive at least eight hours of ongoing training every three years in addition to the 40 hours of initial training.
- **Ensures adequacy of resources** – Requires tracking of all calls for service involving individuals in crisis and the implementation of a demand-driven staffing model for certified officers. CPD's implementation plan will be made publicly available.

DATA MANAGEMENT

- **Tracking and reviewing use of force data** – CPD must track all data from reportable use of force incidents and routinely review and audit such data to assess CPD's use of force practices, conduct trend analysis, identify concerns, and develop recommendations.
- **Creation of a case management system** – Requires CPD to implement a case management system that maintains accurate data on misconduct investigations and investigative files.

IMPLEMENTATION, ENFORCEMENT & MONITORING

- **Continuous evaluation by an independent monitor** – Overseen by an independent monitor appointed by the federal court. The monitor will publicly report on the City's progress in implementing the agreement, meet regularly with community stakeholders and officers, and assist the federal judge with enforcement.
- **Full and effective compliance** – Terminates only when the City and CPD have demonstrated to the federal court that they have maintained full and effective compliance.