

Commission on Police Practices (CPP) Training Academy – Case Review/Complaints

All components are recommended. An asterisk indicates that it is particularly important.

Component	Topic	Presenter(s)
1a	SDPD overview	SDPD representative
Objective: For Commissioners to learn how SDPD is structured, how it is operating, currently training officers, and the current policies and procedures in effect (e.g., rules of conduct for officers), and how they have evolved historically and responded to law enforcement oversight. Purpose: To ensure commissioners know how SDPD currently operates so they can appropriately review complaints that come before the Commission and provide policy recommendations.		
1b	Hands On Experience	Ride along with SDPD officers and/or community groups
Objective: For Commissioners to get a better understanding of the situations officers encounter while working on patrol or within other SDPD divisions (i.e., SDPD ride along or dispatch sit along) or a community perspective of how law enforcement approaches community members (i.e., CopWatch or community group ride along). Purpose: To provide perspective, consistent with law enforcement oversight best practices recommended by NACOLE, in the experiences of law enforcement officers. (Note: Not required per bylaws. Commissioners are encouraged to set up an experience that would be the most informative to them.)		
2a	Use of Force Best Practices, the Law and How it is Changing	1) Free videos (to be viewed prior to in-person training): • Frontline: Documenting Police Use of Force • Understanding Use of Force NACOLE - Spencer Fomby 2) Academic or Policy Analyst and/or Sharon Fairley or Civilian Office of Police Accountability (COPA)-Chicago (third week of COPA Fall 2023 Academy) or other potential experts or staff develop something customized for us
Objective: For commissioners to be exposed to use of force laws and standards of practice across the country, and how they are changing, including non-law enforcement perspectives. Purpose: To ensure commissioners know national use of force standards of practice so they can appropriately examine local policies and practices.		

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2b	Introduction to Officer-Involved Shooting/In-Custody Death Investigations and Major Incident Investigations & Response	Civilian Office of Police Accountability (COPA)-Chicago (second week of COPA Fall 2023 Academy) or get an expert that can tailor it to our circumstance
Objective: For commissioners to be exposed to practices across the country related to officer-involved shooting/in-custody death investigations and major incident investigation. Purpose: To ensure commissioners know investigative practices across the country related to major incidents and officer-involved shootings/in-custody deaths so they can appropriately examine local policies.		
2c*	SDPD Use of Force (guidelines and procedures -lethal and less-lethal), Simulators	SDPD Academy For simulators, community focused experience
Objective: For Commissioners to gain insight into how SDPD trains officers in relation to use of force. Purpose: To understand how SDPD is training officers to make better recommendations on use of force, detention and arrest procedures, work to implement better community/police relationships.		
2d*	Legal Perspective of SDPD Officers: Use of Force Procedures	CPP Legal Counsel or other local expert in this field (e.g., Chuck Sevilla, Eugene Iredale, Julia Yoo)
Objective: For commissioners to be exposed to SDPD’s legal perspective regarding use of force, including physical strength, OC spray, tasers, K9 use and firearms. Purpose: To ensure commissioners know the legal perspective of SDPD so they can appropriately examine local policies and practices.		
3a*	Search and Seizure Part I: Case law concerning stops & detentions, search, seizure & arrest, rights of arrested persons	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to individuals going through the process of being stopped, detained, arrested, booked into jail pending their cases being heard in Courts, including the 4th amendment and what constitutes an improper search and seizure. Purpose: To gain greater insight into the status of the law regarding these concepts so they can appropriately review complaints that come before the Commission.		

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3b*	Search and Seizure Part II: Case law concerning vehicle stops	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to vehicle stops.		
Purpose: To gain greater insight into the status of the law regarding these concepts.		
3c*	Search and Seizure Part III: Case law concerning entries of property	CPP Legal Counsel or other expert in this field
Objective: For Commissioners to learn case laws related to police officers entering dwellings.		
Purpose: To gain greater insight into the status of the law regarding these concepts.		
3d*	Search and Seizure Part IV: SDPD Procedures concerning stops, detentions, pat downs, and – handcuffing	CPP Legal Counsel or other local expert in this field
Objective: For Commissioners to learn SDPD procedures regarding pat downs and handcuffing.		
Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.		
4	Steps in the criminal justice process: arrest, booking (where SDPD control stops)	CPP Chief Investigator or CPP Legal Counsel or other local expert in this field
Objective: For Commissioners to learn the process citizens go through when being stopped, detained, arrested, booked into jail pending their cases being heard in Courts.		
Purpose: To gain greater insight into how a person is processed through the criminal justice system.		
5a	Best practices regarding resources/procedures for dealing with mentally ill individuals and persons under the influence	Coleen Cusak or mental health professional/licensed therapist or San Diego County Mental Health Services representative or PERT representative or National Alliance on Mental Illness (NAMI)
Objective: For Commissioners to learn about best policing practices regarding dealing with mentally disturbed individuals and persons under the influence.		
Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.		

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5b	Training provided to SDPD officers regarding resources/procedures for dealing with mentally ill individuals and persons under the influence	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding how to handle mentally disturbed individuals and persons under the influence. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
6a	Best practices regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	Muslim ARC, San Diego Office of Race and Equity and other organizations
Objective: For Commissioners to learn about best policing practices regarding cultural awareness. Purpose: To provide Commissioners with background information on policing best practices to assess potential areas for improvement at SDPD.		
6b	SDPD officer training regarding community/ cultural awareness, understanding the history, culture, and concerns of communities served	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding cultural awareness. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
7a	Racial Profiling & Law Enforcement in San Diego	ACLU San Diego
<i>Requirement Related to Complaints</i>		
Objective: For Commissioners to understand the history of racial profiling in local law enforcement, as well as RIPA (Racial and Identity Profiling Act) requirements. Purpose: To provide Commissioners with background on racial profiling in local policing.		

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7b	Impacts of Racial and Identity Profiling	Community members (e.g., people erroneously in gang database), ACLU Coalition for Police Accountability and Transparency (CPAT), Andrea Guerrero (Alliance San Diego)
Objective: For Commissioners to understand the impact of racial and identity profiling Purpose: To provide Commissioners with background on racial and identity profiling.		
7c	SDPD officer training regarding biased based policing /racial profiling	SDPD Training Division
Objective: For Commissioners to learn about the training received by SDPD officers regarding bias in policing. Purpose: To provide Commissioners with background information on training SDPD officers receive in comparison to best practices.		
8*	Overview of Internal Affairs (investigation & review of shootings & in-custody deaths; complaint, investigative & disciplinary processes; mediation of complaints; evaluating credibility and reaching findings; procedures and practices for misconduct investigations)	Internal Affairs Captain or Lt.
Objective: For Commissioners to understand the complaints process, how a complaint is filed, investigated, and reviewed, as well as the process of SDPD disciplining officers should disciplinary action be appropriate. Purpose: To ensure commissioners know how Internal Affairs operates so they can appropriately review complaints and disciplinary actions that come before the Commission and provide policy recommendations.		
9*	Additional SDPD Policies & Procedures: De-escalation - Duty to Intervene - BWC - Personal Conduct	CPP Chief Investigator or CPP Legal Counsel or other local expert in this field, and SDPD (to answer questions regarding procedures)
Objective: For Commissioners to understand the police procedures related to de-escalation, duty to intervene, body worn cameras, and personal conduct. Purpose: To ensure commissioners know what the current policies and procedures are so they can appropriately review complaints that come before the Commission.		

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10a*	Overview of CPP Case Review Process	CPP Chief Investigator or CPP Legal Counsel
Objective: Refine when operating procedures are established		
Purpose: Refine when operating procedures are established		
10b*	Report Write-up of a Case, and Case Presentation	CPP Chief Investigator
Objective: Refine when operating procedures are established		
Purpose: Refine when operating procedures are established		
11*	Witness Reliability – Standards of Proof, Legal Concepts Overview & Case Studies	Civilian Office of Police Accountability (COPA)-Chicago (fifth week of COPA Fall 2023 Academy)
Objective: For commissioners to understand the variability in witness accounts of incidents and standards of proof.		
Purpose: To ensure commissioners consider standards of proof when conducting case reviews.		
12	Process of Decision Making	Sharon Fairley
Objective: Teach commissioners that cases are not black and white, the importance of weighing evidence, how to compare an officer's narrative against other evidence and reach a conclusion to figure out what most likely happened and then determine if there is a violation of policy/procedure.		
Purpose: To ensure that commissioners understand all factors to consider when reviewing complaints that come before the Commission.		