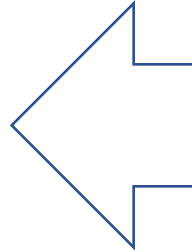


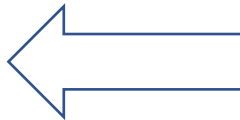
Explanation of Requested Changes:

- A zero tolerance approach in penalizing and/or **prosecuting police officers** who kill or unnecessarily harm unarmed, non-violent, and non-resisting individuals in an arrest.



This means that every *VERIFIED* instance of police brutality is prosecuted every time. Circumstances & facts will determine the level of prosecution, culpability & sentencing, but if the conduct is criminal, it *will* be prosecuted criminally. This not only protects the public, but also protects the brave officers who stand up against the unlawful acts of other officers. This policy will also help to rebuild trust within the community.

- A **use of force continuum** for every police department, with clear rules on escalation.



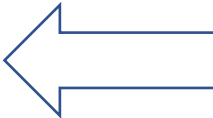
Again, this protects the public & the officer. What this means is that there is a clearly defined hierarchy, or escalation process for use for force. In other words, only certain situations call for the use of force; and the level of force used should be directly related to the situation.

- **Open records laws** must ensure that verified officer misconduct information & disciplinary histories are available to the public.




This means that the general public should have access to information about officer misconduct, and disciplinary action taken. This is applicable only to *verified* instances of misconduct. But the public has the right to know about the officers patrolling their neighborhoods.

- **Recertification credentials** can, and should be, denied for police officers if determined that their use of force was unwarranted.



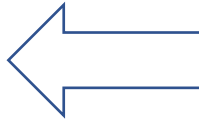
Most professionals with a licensure (accountants, electricians, etc) require continuing education, & a periodic recertification of credentials. Anyone with a badge and a gun should be required to do the same. This would be an individual process reviewing each officer on his/her own merits. While a repeated history of misconduct would count against the officer, a history of commendation &/or community service will result in benefits. This will encourage officers to make good decisions, and reward them when they do. It will in turn result in an increased recruitment pool of more qualified and educated officers.

- Implementation of **citizen review boards** to hold police departments accountable and build public confidence.



This increases transparency between law enforcement and the public, and decreases the suspicion of “hiding behind the blue line.” These boards would be independent & would review allegations of officer misconduct, prosecutorial misconduct, and internal affairs. Some meetings would be closed to the public when discussing confidential matters, and others would be open for public attendance and comment.

- The creation of an “abuse of power,” and/or the use of “hate crime” **enhancements to crimes** committed by police officers in the course of their work that is outside the bounds of acceptability. We must show that police officers are held to a higher standard due to the power they yield.



I do not believe that law enforcement should be held to the same standard as the general public. It should be a privilege, honor, and a great responsibility to walk around with the authority to use deadly force in your community. They should be held to a higher standard.

In Texas, a person charged with *misdemeanor* assault faces less severe penalties than someone charged with *state jail felony* assault of a police officer. That is because that police be protected from being specifically targeted by the public. On the flip side of that coin, in instances of clear police misconduct that is truly severe in nature; such as what happened to Mr. George Floyd, I argue that the officer who uses his badge in such a way, should face additional charges, or enhanced penalties based on his/her abuse of power.

The recurring theme is that we need specific actions that will encourage law enforcement to do the right thing, punish them when they don't, start to rebuild the trust that has been broken over the years of repeated instances of police brutality and discrimination. Please feel free to add, change, or take away any of the above-listed recommendations that you believe necessary in order to be 100% comfortable with the letter that comes from YOU. Together against injustice. - Alice

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