

SPRINGFIELD POLICE DEPARTMENT ADDENDUM

<input checked="" type="checkbox"/> DEPARTMENT DIRECTIVE <input type="checkbox"/> DIVISION DIRECTIVE		DIRECTIVE NUMBER 20-069	ROC-1 Add. 4
<input checked="" type="checkbox"/> GENERAL ORDER <input type="checkbox"/> NOTICE <input type="checkbox"/> SPECIAL ORDER <input type="checkbox"/> LEGAL NOTICE			ISSUE DATE
SUBJECT: PROCEDURAL JUSTICE	DISTRIBUTION A,B	REVISION DATES	EFFECTIVE DATE
REFERENCES:			RESCINDS: NEW

I. PURPOSE

This Addendum establishes an overview of the Department of Justice's, "Procedural Justice for Law Enforcement" as adopted by the Springfield Police Department.

II. POLICY

It is the policy of the Springfield Police Department to adopt the Department of Justice's, "Procedural Justice for Law Enforcement" for all sworn members of the Department to subscribe to and abide by.

III. DEFINITIONS

Procedural Justice: The idea of fairness in the processes that resolve disputes and allocate resources. It is a concept, when embraced, promotes positive organizational change, bolsters good relations with the community, and enhances officer safety.

IV. PROCEDURAL JUSTICE FOR LAW ENFORCEMENT

The Procedural Justice for Law Enforcement as adopted by the Springfield Police Department is as follows:

A. The equation..... **ASSESSMENT = OUTCOME + PROCESS**

1. Assessment

- a. Ways in which people develop opinions about a specific interaction with an officer
- b. Based on two things: outcome and process

2. Outcome

- a. Whether a person received ticket or not
- b. Whether a person went to jail or given an NTA
- c. These are just two examples

3. Process

- a. How the Officer came to the decision
- b. Whether the Officer explained their decision making process

4. Procedural Justice- is concerned not exactly with **WHAT** Officers do, but also with **THE WAY** they do it. Research has shown the process is often more important than the outcome in shaping a person's assessment of the interaction.

B. Two Types of Procedural Justice

1. Internal
 - a. Within our agency
 - b. E.G., Quality of communication that exists within your agency among different ranks
2. External
 - a. Within our community
 - b. E.G., quality of communication that exists between officers and members of the public

C. The Four Pillars of Procedural Justice

1. Fairness (and consistency of rule application)
 - a. Perception of fairness also driven by consistency of the processes used to reach outcomes
 - b. Not just about outcomes.....the process also
 - c. “Do good, be good, treat people good.”
2. Voice
 - a. Involving people in the decisions that affect them affects their assessment of a situation
 - b. Makes them feel their opinions matter, someone is listening to their side of the story
3. Transparency
 - a. The processes by which decisions are made do not rely on secrecy or deception
 - b. When Officers are as transparent as possible, people more likely to accept officers’ decisions even if they are unfavorable to them
4. Impartiality
 - a. Decisions based on relevant evidence or data....not opinion or speculation
 - b. People want the facts!
 - c. When Officers take the time to make apparent to others the data used to make decisions, people readily understand and accept

D. Procedural Justice in Relation to Community Policing

1. Three pillars of Community Policing
 - a. Partnerships
 - 1) Between law enforcement and individuals and organizations they serve to develop solutions to problems and increase trust, e.g., DCFS, Sojourn, PCASA, Helping Hands
 - b. Problem Solving
 - 1) Process of engaging in the proactive and systematic examination of identified problems to develop and rigorously evaluate effective responses.
 - 2) SARA Model
 - a) Scanning – identifying and prioritizing the problems
 - b) Analysis - Researching what is known about the problem
 - c) Response – Developing solutions to bring about lasting reductions in the number and extent of problems
 - d) Assessment – Evaluating the success of the responses

c. Organizational Transformation

- 1) Alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving
- 2) Community policing, like procedural justice, should permeate the agency at all levels

2. Common Denominator

Procedural justice and community policing are both primarily concerned about relationships – creating them and maintaining them well

E. Procedural Justice and Officer Safety

Officers use of procedural justice engenders long term respect and compliance from their communities

F. Procedural Justice and Use of Force

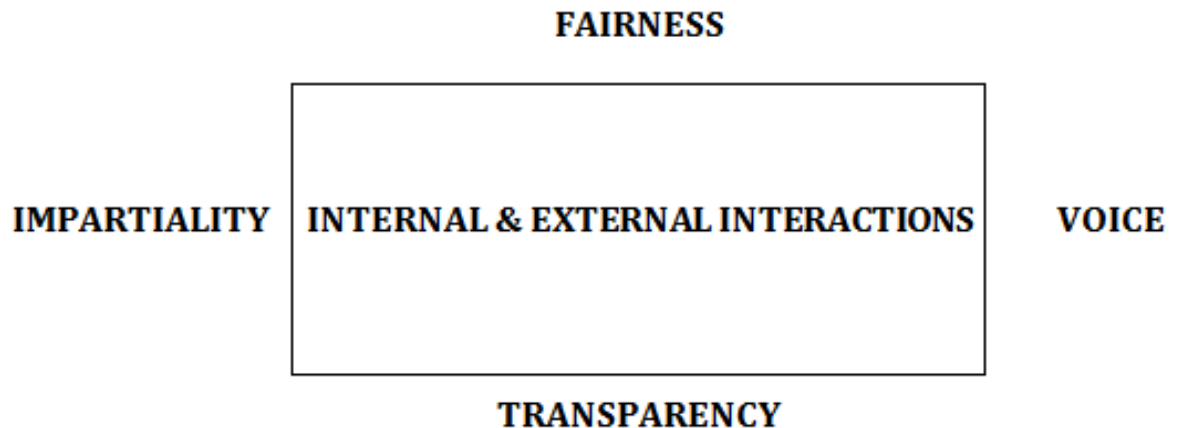
Using your brain, communication skills, and things such a verbal judo to defuse hostile situations and avoid having to use force

G. Procedural Justice and Hot Spot Policing

1. Geographic approach in which citizens will have more interactions with police officers
2. Allows law enforcement to focus on controlling crime without alienating the public
3. Officers can get to know the residents and build trust

H. Procedural Justice and the Benefits to Your Community

Procedural Justice can be thought of as a framework around every interaction a police officer has with colleagues and members of the community (illustration below)



KENNETH D. WINSLOW, CHIEF OF POLICE

Reviewed for Legal Sufficiency: _____
Assistant Corporation Counsel