

Independent Review Committee

Purpose

An Independent Review Committee (“the Committee”) will be created to provide additional review and accountability with respect to the arming of qualified supervisory GWPB officers.

Independence

The Committee will be independent of GWPB and will not replace GWPB’s internal review and disciplinary procedures.

Composition, appointment, and term

- Composition. The Committee will be composed of three faculty, one of whom will serve as chair, two staff, and two students (one undergraduate student and one graduate student).
- Term. Faculty and staff will serve for staggered two-year terms; students will serve one-year terms.
- Application/nomination process. A call for nominations, including self-nomination, will be sent to faculty, staff, and students, and to the Faculty Senate, Staff Council, and Student Association. To be considered for appointment, an individual will need to submit: (1) a brief statement of interest; (2) agreement to keep certain work of the committee confidential; and (3) any other information the individual thinks useful and relevant.
- Appointment. The Provost will consult with the Faculty Senate regarding faculty who may be interested in serving on the Committee; the Vice President for Human Resources and Chief People Officer (“VP/CPO”) will consult with the Staff Council regarding staff who may be interested in serving on the Committee; and the Vice Provost for Student Affairs will consult with the Student Association regarding students who may be interested in serving on the Committee. The Provost, VP/CPO and Vice Provost for Student Affairs will convene with the Executive Vice President and Chief Administration Officer (“CAO”) to make final appointment decisions.
- Interim committee. If implementation of the arming directive begins prior to the start of the academic year and the return of faculty and students to campus, there will be a need to have a Committee appointed, trained, and in place before there is a reasonable opportunity to engage the appointment process described above. To meet that need, the Provost, VP/CPO, Vice Provost for Student Affairs, and CAO will appoint an interim committee that will be in place prior to any arming, and will remain in place until a final committee, appointed through the application/nomination process described above, is trained and ready to serve.

Training

Committee members will participate in a training session at the beginning of their appointment. The training will be overseen by the CAO and the General Counsel.

Committee charge

The Committee's charge is to:

- Review any GWPDP supervisory officer's use of force involving a firearm while on duty to assess whether the use was consistent with the Use of Force Policy (the "Policy"). "Use of force involving a firearm" includes any use of a firearm, including unholstering.
- Produce a publicly available annual report summarizing the Committee's work and including any recommendations it may have for GWPDP policy or procedure changes based on the Committee's review of any incidents involving use of force with a firearm.

Committee review process and authority

Whenever there is a use of force involving a firearm, the GWPDP Chief of Police ("the Chief") will make an initial determination regarding whether the use of force was appropriate. That determination and any accompanying report will then be referred to the Committee for its independent review and assessment. The Committee may request access to the investigation record, including body cam footage, interview recordings, or other evidence collected. The Committee also may interview the Chief, as well as any investigator used by GWPDP as part of its initial determination.

- The Committee may:
 - Conclude that the use of force with a firearm was consistent with the Policy.
 - Conclude that the use of force with a firearm was not consistent with the Policy.
 - Identify any issue not considered in the original review and investigation related to use of a firearm and request that it be considered as part of GWPDP's assessment.
 - Suggest review or amendment of a GWPDP policy or procedure that may provide clarification or additional appropriate safeguards based on the Committee's review of incidents involving a firearm.
- The Committee will issue its conclusion and/or suggestions in a confidential written report to the Chief, with a copy to the CAO.
 - If the Committee's conclusions are consistent with the Chief's initial determination, that determination becomes final.
 - If the Committee's conclusions are inconsistent with the Chief's initial determination, the Chief shall have an opportunity to reconsider his/her determination. If the Chief does not change his/her determination the matter will be referred to the CAO, who will review the matter with the Provost (the

“Senior Leadership Team”). The Senior Leadership Team, after consulting with the General Counsel, will make the final decision for the university regarding whether there was a violation of the Policy.

- The Committee will deliver its annual report to the CAO, who will make the report publicly available to the campus following review by the General Counsel to ensure appropriate protection of private and confidential information.
- Disciplinary decisions are outside the purview of the Committee and will follow applicable university processes.