

## Summary of Community Feedback Reflected in the Implementation Plan

The university received hundreds of points of feedback from our community members since the April announcement of its plan to arm supervisory police officers. In May, a draft implementation plan framework was posted on the GWPD website, and community members were encouraged to review and offer additional feedback and suggestions. The following is a summary of how feedback received is reflected in the revised implementation plan currently posted.

### Use of Force Policy

- Revised and clarified language regarding specific circumstances during which any force may be used.
- Expressly prohibited the use of choke holds.
- Strengthened language regarding protection of the sanctity of life.
- Removed “environmental conditions” as a factor when considering use of force.
- Explicitly prohibits protection of property as justification for use of force with a firearm.

### Training

- Specified and increased the frequency of de-escalation, mental health, and implicit bias training. While all officers receive these trainings, officers who will be armed will receive additional de-escalation training on a monthly basis.
- Specified that any newly-hired supervisory-rank officer will additionally be required to engage in on-site field training before they will be authorized to be armed, regardless of the level of experience they have upon hire. The training will focus on GW campus culture and policing in a university environment.

### Oversight

- Clarified and added specificity regarding composition and authority and transparency of an Independent Review Committee. Based on feedback received:
  - The committee will include faculty, staff, and students.
  - The committee will review all instances of use of force with a firearm, regardless of whether a complaint has been filed.
  - The committee will have access to all evidence regarding instances involving use of force with a firearm, including body camera footage, interview reports, and other relevant evidence.
  - The committee will publish an annual report of its activities.
  - The committee also may recommend changes to GWPD policies or procedures based on its review of any incidents involving use of force with a firearm.
- Transparency regarding GWPD activities on campus will be provided through:
  - New annual use of force report.
  - Annual statistical report regarding complaints against GWPD employees.
  - Annual demographics report regarding individuals stopped by a GWPD officer.

**Feedback from the community indicated some elements of the original plan were not sufficiently clear. The following items were revised in response:**

- Provided more information about the extensive background checks and psychological exams required of all officers prior to being armed.
- Clarified the limited jurisdiction of armed GWPD officers.
- Clarified that officers who are issued firearms are required to check them out from secure storage at the beginning of their shift, and to check them back in to secure storage at the end of their shift. No officer may take their firearm home.

**Expanded ongoing engagement and consultation with the campus regarding GWPD, the arming of supervisory officers, and campus safety issues more broadly.**

- New Campus Safety Advisory Committee that includes faculty, staff, students, and neighbors.
- General feedback portal for continuing input by any member of the campus or surrounding community.
- Engagement with Faculty Senate, Staff Council, and the Student Association.
- Continuation and expansion of GWPD-sponsored campus engagement activities.
- Ensuring community navigation of self-defense training resources. The university will catalog and promote both GW-sponsored and external programming for self-defense.

**Additional campus safety enhancements:**

- Training regarding classroom emergency lockdown procedures and capabilities.
- Increased availability of active shooter training and protocols.
- More accessible information about the Threat Assessment Team.
- Expanded use of cameras where helpful and appropriate.

**Beyond the implementation plan itself, many community members shared concerns about having armed GW officers on our campus, the potential misuse of firearms, and improper targeting of individuals, especially based on race.**

In response to this important feedback, we are using a multi-pronged strategy to recognize and address these concerns, including the following:

- Additional implicit bias training on a regular cadence.
- Additional de-escalation training on a regular cadence.
- Expanded and on-going community engagement with GWPD, particularly supervisory officers.
- Creation of a new Campus Safety Advisory Committee, with students, faculty, staff, and neighbors to additionally serve as a continuing, formal vehicle for the community to provide input on safety issues concerning the campus, as well as the reaction to and suggestions regarding the arming of qualified supervisory officers.

- Additional annual reports to increase transparency, including a use of force report, a statistical report regarding complaints against GWPD, and a demographics report regarding individuals stopped by a GWPD officer.

### **Implementation Plan Feedback Not Directly Incorporated**

Following is a summary of feedback received that has not been directly incorporated into the implementation plan.

#### **Training**

- There was a suggestion that police officers should receive JiuJitsu training.
  - *This has not been added to the list of training requirements at this point as it is not a current best practice.*

#### **Jurisdiction**

- There was a suggestion that the use of firearms should be restricted to inside GW property or directly on the grounds of university buildings to remove the threat of additional armed police on the public streets of Foggy Bottom and Mount Vernon.
  - *Jurisdiction of GWPD officers already is limited to the Foggy Bottom and Mount Vernon campuses, but the further limitation suggested by this comment would be inconsistent with the goal of arming qualified supervisory officers as a means of better protecting the GW campus. As additional safeguards, the Use of Force policy explicitly restricts the use of firearms to those situations where there is an imminent threat of deadly force or serious bodily injury, and also explicitly prohibits firing warning shots, firing from a moving vehicle, and firing at a moving vehicle.*

#### **Oversight**

- Independent Review Committee should have authority to impose discipline and make personnel information public when necessary.
  - *The university has a robust disciplinary process. Disciplinary decisions will follow established university processes and therefore will be outside the purview of the Independent Review Committee. The Independent Review Committee will consider the question of whether any use of force with a firearm by a GWPD officer was consistent or not consistent with the Use of Force policy.*

### **Additional Input Not Incorporated**

The university received excellent and thoughtful feedback, not all of which could be incorporated. This section summarizes feedback received but not included in the implementation plan.

- The university should arm all officers.
  - *This recommendation is not consistent with the Board's directive.*
- Officers should be armed with rifles and long guns instead of handguns.

- *In the event of an emergency involving a suspect with a weapon, minutes matter. By the time officers would be able to retrieve rifles or long guns, additional time will have passed.*
- Officers should be armed with tasers.
  - *Officers are not taser-trained; this is something we could consider in the future for armed supervisory officers.*
- GW's buildings should all be locked.
  - *Some buildings are always locked; locking others has been considered and determined to be inconsistent with the open, residential nature of the university. This is, however, an issue that could be taken up by the new Campus Safety Advisory Committee.*
- GW's classrooms should all be locked.
  - *This would be inconsistent with the open, residential nature of the university. There are, however, emergency lockdown buttons available in the majority of classrooms.*
- GW should provide additional security for VSTC and off-campus locations.
  - *GWPD has no jurisdiction in these venues; other contract security is provided for VSTC.*