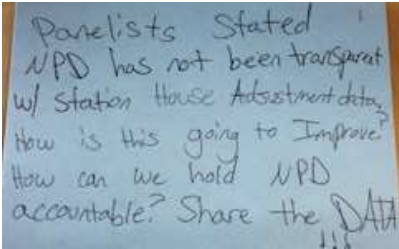




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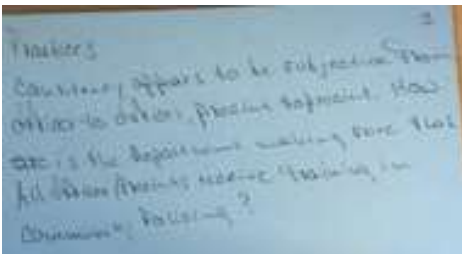
Panelists stated NPD has not been transparent w/ Station House Adjustment data.

Question 1a. How is this going to improve?

Answer 1a: In regard to the OPRA request for station house adjustment data mentioned by the panelist, OPRA requests are handled by the City Clerks Office. That specific request was made on 12/21/2016 and the data was provided on 1/31/2017. As far as transparency data, NPD is currently going through an Information Technology Assessment with the Gartner Group. This assessment will highlight deficiencies in how all data is tracked and reported. Gartner will then provide recommendations in regards to technology improvements, which will assist the NPD in achieving true transparency.

Question 1b: How can we hold NPD accountable?

Answer 1b. The Consent Decree mandates that NPD’s policies and procedures will define terms clearly and in accordance with applicable laws. Additionally, drafts of all new or revised policies or procedures that are relevant to the Consent Decree will be provided to the Independent Monitor and the Department of Justice for review and approval prior to implementation.

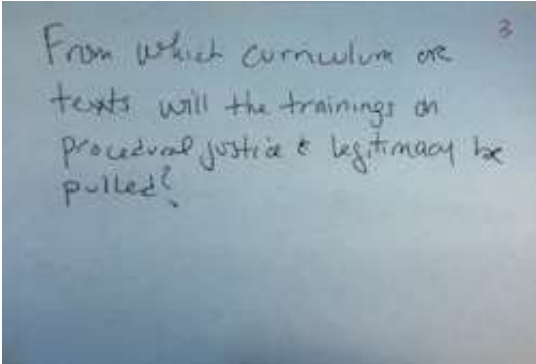


Question 2. Practices. Consistency appears to be subjective from officer to officer, precinct to precinct. How is the Department making sure that all officer/precincts receive training in Community Policing?

Answer 2. The Training Division has provided 8 hours of Community Policing training for all NPD members and will continue to do so for all new members of the NPD. In addition to the initial training, every NPD member will receive 8 hours of community policing annually.

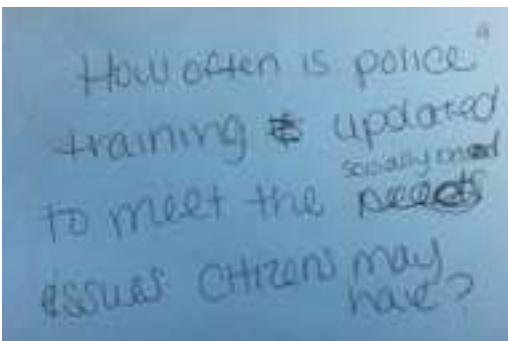


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Question 3. From which curriculum or texts will the training on procedural justice and legitimacy be pulled?

Answer 3. [Virginia Center for Policing Innovation – Community Policing Improving Police Efficacy and Building Trust](#)

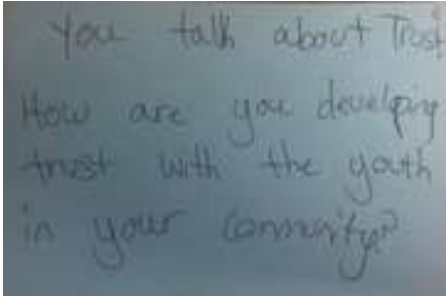


Question 4. How often is police training updated to meet the socially based issues citizens may have?

Answer 4. Training and policies are updated annually.



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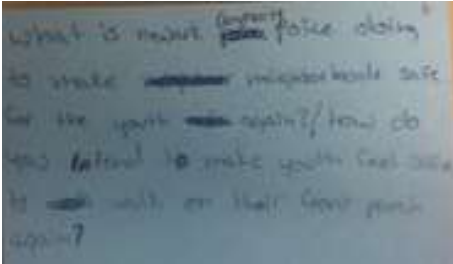


Question 5. You talk about trust. How are you developing trust with the youth in your community?

Answer 5. The Juvenile Services Section (JSS) exists to Implement programs intended to prevent and control delinquent and criminal behavior by juveniles, follow-up processing of juvenile arrests, diverting juvenile offenders out of the juvenile justice system, participate in community recreational youth programs, participate in community/school outreach programs such as Children’s Cabinet, Community Safe Student Project (Safe Passage), Newark Cares Program Officer in the Classroom. Additionally the JSS liaise between the Police Division and outside agencies/organizations, sharing a mutual interest in juvenile matters, maintain a current listing of social service agencies that provide services for area youths, assist patrol personnel/Special Police Officers when requested or called on juvenile matters, provide in-service training in juvenile procedures and information on available community service resources to Police Division members when necessary, Collect, disseminate, and maintain the confidentiality of juvenile records pursuant to law. Additionally Community Service Officers and Precinct Commanders are out in the communities they serve interacting and building trust with the youth on a regular basis. A quick search on the NPD twitter page will reveal multiple community and youth engagements that are occurring throughout the city. Please visit the [NPD Twitter Page](#) for more details.

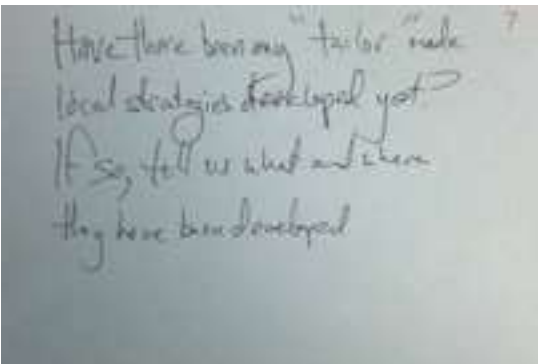


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Question 6. What is Newark Community Police doing to make neighborhoods safe for the youth again? How do intend to make youth feel safe to walk on their front porch?

Answer 6. It is the goal of the NPD to foster a true collaborative partnership through positive community engagement, build public trust between the NPD and the community, and promote safe communities by reducing crime, particularly violent crime. To achieve these goals, the NPD and its members shall approach all interactions with the public as opportunities to enhance the perception of law enforcement and build upon public trust. The NPD shall implement strategies, developed by Precinct Commanders, in neighborhoods within each precinct to combat emerging and chronic crime issues and neighborhood disorder. To that end, the NPD empowered by the community, is committed to enhance the quality of life and foster a sense of security to enable citizens to live, work, be educated and prosper in the City of Newark.

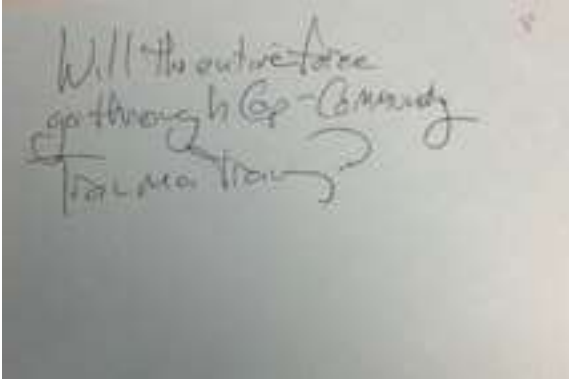


Question 7. Have there been any "tailor" made local strategies developed yet? If so, tell us what and where they have been developed.

Answer 7. Precinct Commanders are actively preparing their Neighborhood Policing Plans for designated neighborhoods within each precinct. They have started by conducting community surveys of community members by the community service officers to inform those plans. Those plans will then re-analyzed and re-implemented semiannually.

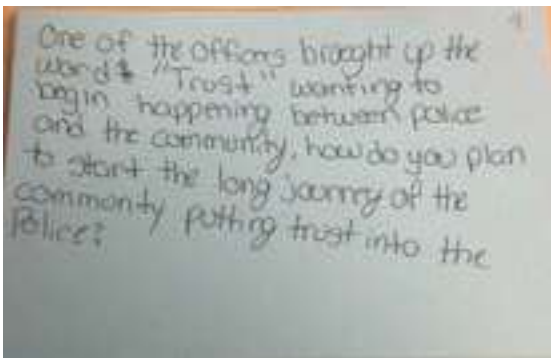


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Question 8. Will the entire force go through Cop-Community Trauma Training?

Answer 8. Every member of the NPD has been trained and will be trained continually on Community Policing. The Division has also established a variety of engagement strategies, which are designed to encourage positive community interactions and relationships. One important strategy includes the Trauma to Trust: Police/Community Collaborative Training Sessions. The training helps to increase the capacity for police and the community to respond positively to trauma in the wake of violence. The goal of this training is to understand the symptoms of community trauma and vicarious trauma as well as build necessary skills to address and problem-solve when trauma arises. These trainings will focus on the development and maintenance of trust between police and community members/partnerships.

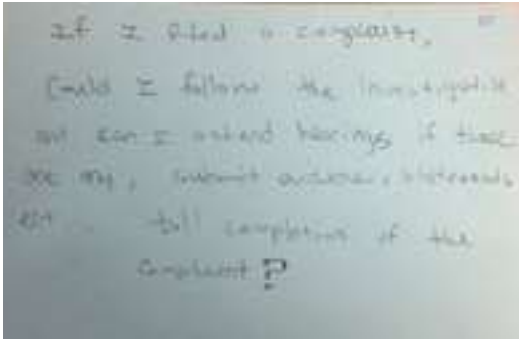


Question 9. One of the officers brought up the word "Trust" wanting to begin happening between police and the community, how do you plan to start the long journey of the community putting trust into the Police?

Answer 9. NPD members shall employ concepts of [procedural justice](#), which is based on four guiding principles: fairness and consistency, giving people a voice, transparency and openness of process and impartial/unbiased decision-making. Procedurally just policing is essential to the development of good will between police and communities.

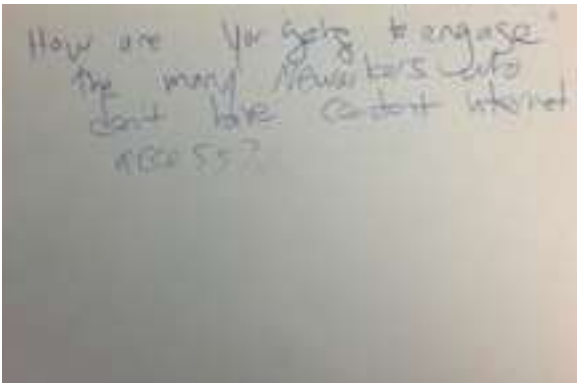


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Question 10. If I filed a complaint, could I follow the investigation and can I attend hearings if there are any, submit evidence, statements etc... till the completion of the complaint?

Answer 10. If you filed a complaint, an investigation would be initiated. At the conclusion of the investigation, and upon determination of a disposition, the investigator shall submit a disposition letter to the complainant. If the allegation was unfounded, not sustained or the officer exonerated, the civilian disposition letter shall include a brief explanation specifically defining how the conclusion for the disposition was reached. If the allegation was sustained, the complainant notification letter shall only state that the allegation was sustained and that the officer will be disciplined according to Police Division policy. For more information please see a copy of the [Complaint Intake & Investigation Process General Order](#).

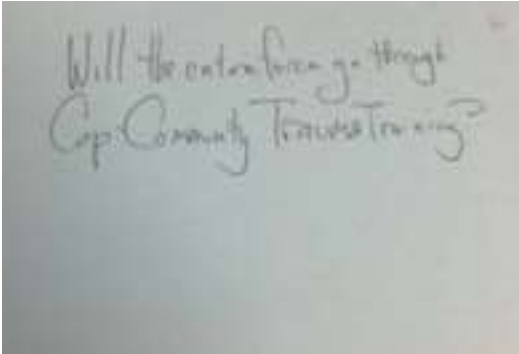


Question 11. How are you going to engage the many Newarkers who don't have constant internet access?

Answer 11. Community Service Officers are constantly attending community meetings and physically engaging with community members in various ways while also giving out flyers to upcoming police/community events. Please visit the [NPD Twitter Page](#) for more details.

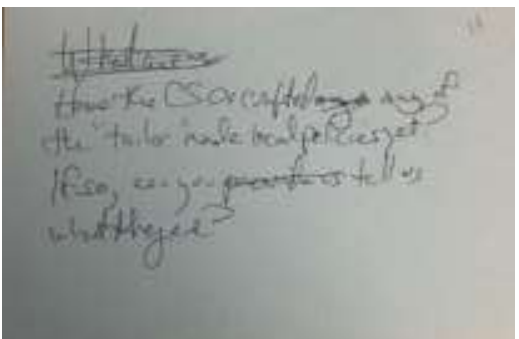


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Question 12. Will the entire force go through Cop Community Trauma Training?

Answer 12. Every member of the NPD has been trained and will be trained continually on Community Policing. The Division has also established a variety of engagement strategies, which are designed to encourage positive community interactions and relationships. One important strategy includes the Trauma to Trust: Police/Community Collaborative Training Sessions. The training helps to increase the capacity for police and the community to respond positively to trauma in the wake of violence. The goal of this training is to understand the symptoms of community trauma and vicarious trauma as well as build necessary skills to address and problem-solve when trauma arises. These trainings will focus on the development and maintenance of trust between police and community members/partnerships.

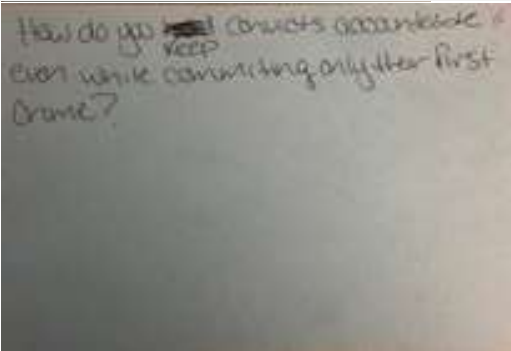
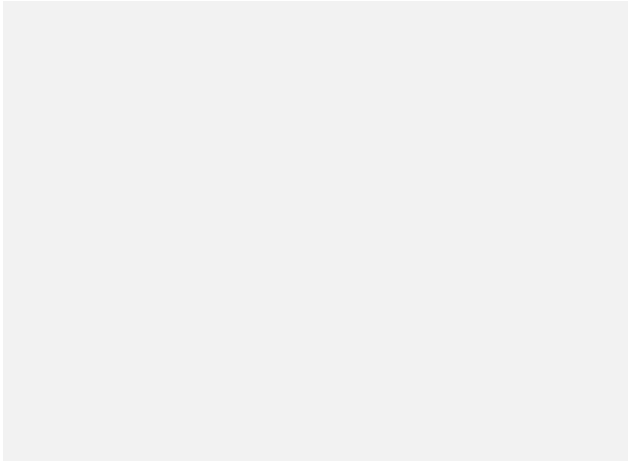


Question 13. Have the CSO's crafted any of the "tailor" made policies yet? If so, can you tell us what they are.

Answer 13. Precinct Commanders are actively preparing their Neighborhood Policing Plans for designated neighborhoods within each precinct. They have started by conducting community surveys of community members by the community service officers to inform those plans. Those plans will then be re-analyzed and re-implemented semiannually.



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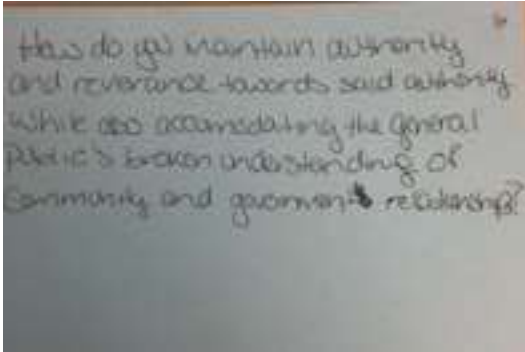


Question 15. How do you keep convicts accountable even while committing only their first crime?

Answer 15. The NPD does not necessarily keep convicts accountable, except for cases of recidivism in which the NPD would be involved in an arrest of an individual that relapses into criminal behavior.

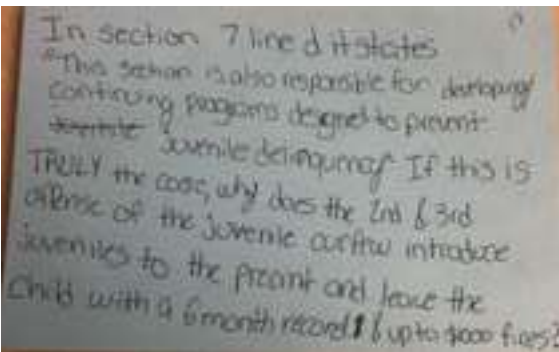


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Question 16. How do you maintain authority and reverence towards said authority while also accommodating the general public’s broken understanding of community and government relationships?

Answer 16. NPD members shall employ concepts of [procedural justice](#), which is based on four guiding principles: fairness and consistency, giving people a voice, transparency and openness of process and impartial/unbiased decision-making. Procedurally just policing is essential to the development of good will between police and communities.

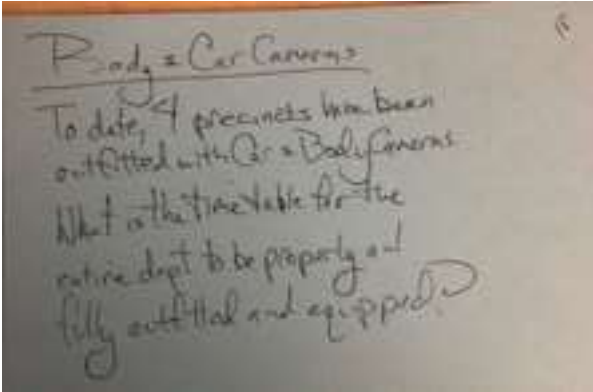


Question 17. In section 7 line d, it states “This section is also responsible for developing/ continuing programs designed to prevent juvenile delinquency. If this is TRULY the case, why does the 2nd and 3rd offense of the juvenile curfew introduce juveniles to the precinct and leave the child with a 6 month record and up to \$1000 fines?

Answer 17. Juvenile curfew violations and penalties are set by Ordinance, not by NPD policy. (Reference Newark City Ordinance 20:2-4.1)

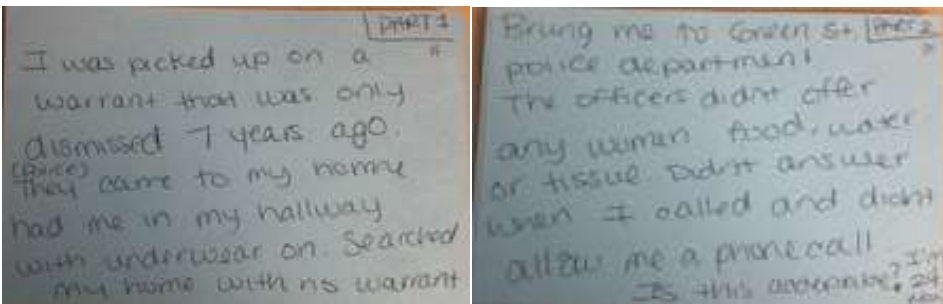


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Question 18. Body and Car Cameras: To date, 4 precincts have been outfitted with Car and Body Cameras. What is the time table for the entire dept to be properly and fully outfitted and equipped?

Answer 18. The NPD anticipates having Body Worn and In Car Cameras in all precincts before years end (2018).



Question 19 & 20. I was picked up on a warrant that was only dismissed 7 years ago. They (POLICE) came to my home had me in my hallway with underwear on. Searched my home with no warrant. Brung me to Green Street police department. The officers didn't offer any women food, water or tissue. Didn't answer when I called and didn't allow me a phone call. Is this acceptable? I'm 24 now

Answer 19 & 20. The NPD takes external complaints seriously and understand that public trust and participation is an integral part of policing in our society. The complaint process should not be an inconvenient or overwhelming task. We accept complaints in-person, by phone, or letter or web form. If you cannot come to us, we can come to a location suitable to you. We accept anonymous complaints, third-party complaints and complaints from unaccompanied juveniles (though we prefer that juveniles involve their parents). Immigrants who seek to file complaints will NOT be asked about their immigration status.



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A complaint should be filed when you witness or experience a personal encounter with Newark Police Division personnel that involves criminal conduct, misconduct, abusive or discriminatory behavior, neglect of duty, corrupt activity, inappropriate conduct or a violation of rules and regulations of the Newark Police Division.

Although the recommended method for making a complaint is to respond to Internal Affairs located on the 1st floor of 494 Broad Street, Newark, NJ, 07102, complaints can also be filed:

In person: Go to any police facility and ask to speak to the highest ranking supervisor on duty.

By Telephone: Call the Office of Professional Standards at (973) 733-6171 or any police facility.

At Home or the location where the incident occurred : You may also request that a supervisor respond to your location to take your complaint by calling (973) 733-6000.

Online : click [HERE](#)

By Mail : Complete a citizen complaint form which is available at every police facility. The form can be completed at a police facility or at home and mailed or faxed to the OPS (address and fax number provided below). You can also write a letter and mail it or fax it to OPS.

FAX number : (973) 353-8469

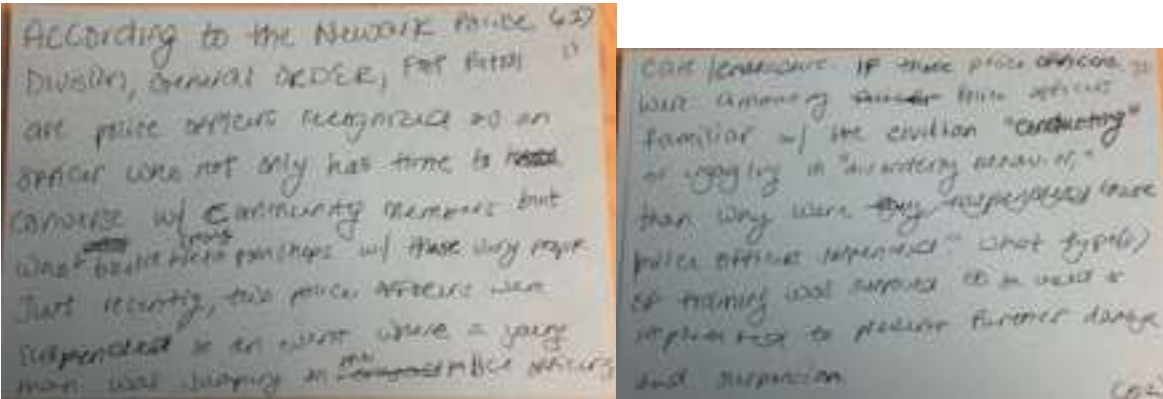
Mailing Address :

Office of Professional Standards
494 Broad Street, 1st floor (Free onsite parking)
Newark, New Jersey 07102

Remember, the more information you provide about what happened, the better we can assist in addressing your concerns.



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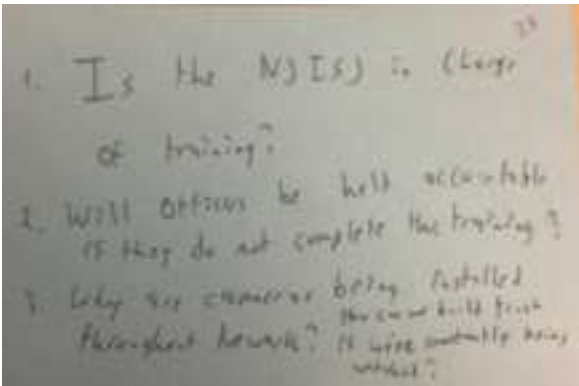
Questions 21 & 22. According to the Newark Police Division, General Order, Foot Patrol are police officers recognized as an officer who not only has time to converse with community members but who build strong relationships with those very people. Just recently, two police officers were suspended in an event where a young man was jumping on the police officers cars/cruisers. If those police officers were community police officers familiar with the civilian “conducting” or engaging in “disorderly behavior”, then why were those police officers suspended? What type(s) of training was supposed to be used or implemented to prevent further damage and suspension.

Answer 21 & 22. Public Safety Director Anthony Ambrose released the following statement:

"All officers are trained to respond in various types of situations, including ones where they encounter unstable individuals. These officers instead took no action at all to quell the situation, and to aid and subdue the suspect, as they are trained to do. This lack of action could have resulted in the suspect injuring himself, as well as other persons or property. The majority of Newark Police Division officers are proud and hardworking. The Newark Police Division and the citizens of Newark deserve better than what was demonstrated by these officers. They had an opportunity, and an obligation, to help the suspect, who was acting irrationally, and they failed to do so. We should not confuse restraint with a lack of response. If they did not help themselves, then how can we expect them to help the citizens that they serve."



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- Question 23. (1) Is the NJISJ in charge of training?
(2) Will officers be held accountable if they do not complete the training?
(3) Why are cameras being installed throughout Newark? How can we build trust if we're constantly being watched?

Answer 23. (1) The NJISJ is not directly in charge of training, however the Institute is part of the Independent Monitoring Team which does approve/deny and make recommendations regarding training.

(2) Community Policing training is mandatory/not optional for all NPD personnel.

(3) The Citizen Virtual Patrol technology allows community members to virtually patrol their neighborhoods and to assist police in deterring criminal activity. The number of cameras available on the interface is expected grow from 62 to 125 with live monitoring by NPD personnel soon. The system will also offer users access via mobile phones in the near future.

To access Citizen Virtual Patrol, a citizen may log into the Newark Police Division's website at: <http://npd.newarkpublicsafety.org/> from a desktop or laptop computer, click the button at the top right of the screen labeled "Citizen Virtual Patrol", register on the site and view the surveillance cameras based on an icon map or list of intersections. If suspected criminal activity is observed, citizens may call 973-733-6000 for non-emergencies and 911 for emergencies.



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A handwritten note on a piece of paper that reads: "What's Being Done to Stop the Complaints, as well as the arrest?"

Question 24. What's being done to stop the complaints, as well as the arrest?

Answer 24. The NPD is not stopping people from making complaints, in fact the NPD takes external complaints seriously and understands that public trust is an integral part of policing in our society. The complaint process should not be an inconvenient or overwhelming task. The NPD accepts complaints in-person, by phone, or letter or by internet.

Arrests are a part of a police officer's job as long as those arrests are lawful to the extent they meet the requirements of the Fourth Amendment to the Constitution, which safeguards the right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures.

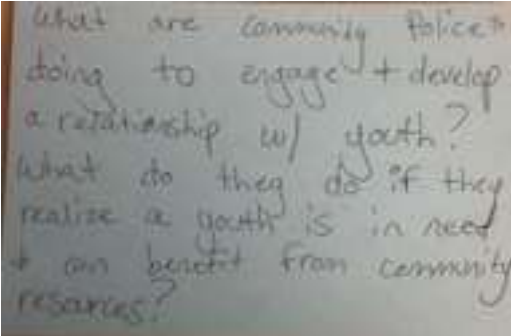
A handwritten note on a piece of paper that reads: "Section B4f specifies communication for victims of crime. However, there is no mention of referring victims to services (behavioral health, grief support, etc.). How will this policy support an integrated approach with other agencies to support victims & community groups?"

Question 25. Section B4f specifies communication for victims of crime. However, there is no mention of referring victims to services (behavioral services, grief support, etc.). How will this policy support an integrated approach with other agencies to support victims & community groups?

Answer 25. This policy does not specifically address specific approaches to support victims however other NPD General Orders (i.e. General Order 04-16 Station House Adjustments, General Order 95-01 Domestic Violence Policy) contain referral procedures which do address that approach to support victims of crime.



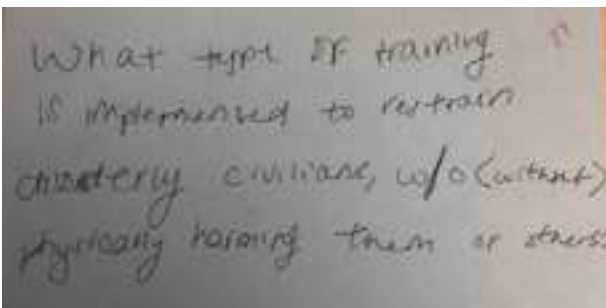
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Question 26. (1) What are community police doing to engage and develop a relationship with youth?
(2) What do they do if they realize a youth is need and can benefit from community resources?

Answer 26. (1) Community Service Officers and Precinct Commanders are out in the communities they serve interacting and building trust with the youth on a regular basis. A quick search on the NPD twitter page will reveal multiple community and youth engagements that are occurring throughout the city. Please visit the [NPD Twitter Page](#) for more details.

(2) Referring troubled or at-risk juveniles and their families to the appropriate social service assistance programs is a vital component in developing stronger bonds between police and community and in future crime prevention efforts. The Juvenile Services Section of the NPD is the central hub for receiving referral requests and properly referring families in need of assistance. (General Order 18-01 Juvenile Services Section)

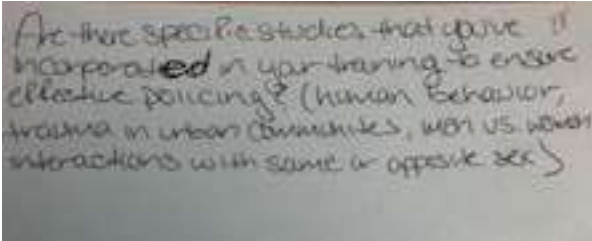


Question 27. What type of training is implemented to restrain disorderly civilians without physically harming them or others?

Answers 27. The Division strictly prohibits using force that is not objectively reasonable and proportional to the threat or resistance of the subject under the circumstances. De-escalation and use of force training will be upcoming for all members of the NPD.



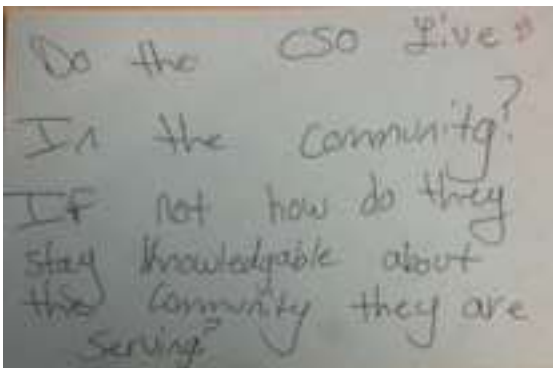
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Question 28. Are there specific studies that you've incorporated in your training to ensure effective policing? (human behavior, trauma in urban communities, men vs. women interactions with same or opposite sex)

Answer 28. Training for NPD is developed based on Bloom's Taxonomy which is a classification of the different objectives and skills that educators set for their students (learning objectives). Benjamin Bloom, an educational psychologist at the University of Chicago, proposed the taxonomy in 1956. Bloom's 6 levels can be used to structure the learning objectives, lessons, and assessments: Remembering, Understanding, Applying, Analyzing, Evaluating and Creating.

If you have specific recommendations please visit www.npdconsentdecree.org and provide your feedback.

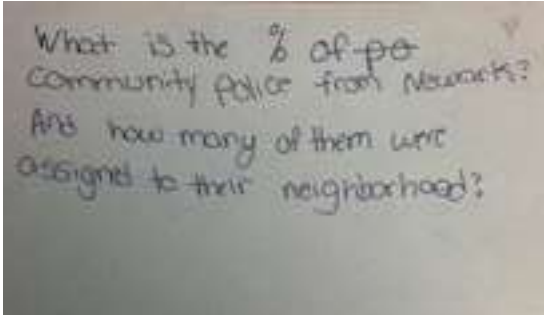


Question 29. Do the CSO live in the community? If not how do they stay knowledgeable about the community they are serving?

Answer 29. Community Service Officers may live in the community they serve. Whether they live in the community or not, it is the responsibility and duty of the Community Service Officer to stay knowledgeable about the community they are serving by attending community meetings, hosting police/community events and establishing and maintaining positive/constructive relationships with community leaders, religious groups, the business community, and the community at large.



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Question 30. What is the % of community police from Newark? And how many of them were assigned to their neighborhood?

Answer 30. Over Ninety Percent of the Community Service Officers are from Newark and most have been assigned to their respective communities.